Report of the

Fifth

Central Pay Commission

Volume II

ALL INDIA RAILWAYMEN'S FEDERATION

Copies Available with :

BAHRI BROTHERS

742, LAJPAT RAI MARKET,
DELHI - 110 006
PHONES : 2961740, 2966291

Published by :
J.P. Chaubey
General Secretary, AIRF
4, State Entry Road,
New Delhi 110 055
Phone 334 3493
Fax : +11-336 3167

Price : Rs.900/- per set of three volumes.
Rs.350/- each volume.

Printed by Bahri Brothers at Deepak Offset Printers, Delhi - 110 032

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Volume II

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Common Categories

55.1 In this chapter, we shall deal with common categories of staff under the headings: Accounts staff, Artists, Canteen Staff, Caretakers, Cashiers, Drivers of Motor Vehicles, Editorial and Publication staff, Electronic Data Processing Staff, Fire fighting Staff, Gardeners and Nursery Workers, Gestetner operators, Laboratory Technicians, Language Typists, Library Staff, Marine Staff, Photographers and Cameramen, Printing staff, Projectionists, Publicity Staff, Receptionists, Security Staff, Store keeping Staff, Teachers and Other Educational Staff, Telephone/Telex Operators, Translators/Interpreters, and Veterinary Officers.

Accounts Staff

Introduction

55.2 Apart from isolated posts in different scales of pay and having different designations in certain departments, posts of Accounts Staff in Groups 'B' and 'C' in the Central Government are mainly concentrated in organised cadres in the Indian Audit and Accounts Department under the Comptroller and Auditor General of India, Railways, the Organisations of the Controller General of Defence Accounts under the Ministry of Defence and the Controller General of Accounts under the Ministry of Finance, and in the Accounts and Finance Wings of the Department of Posts and the Department of Telecommunications. The conditions of service of the Accounts Staff in the organised Accounts Departments, recruitment and promotion rules, etc. are broadly patterned on those applicable in the Audit and Accounts Department under the Comptroller and Auditor General of India, from which these departments were carved out progressively over a period of time based on the policy of decentralisation of accounting functions. There are, however, certain variations necessitated by individual functional requirements..

Designations of Posts

55.3 Posts of Accounts Staff in the organised Accounts Departments are variously designated as indicated below :

INDIAN AUDIT AND ACCOUNTS DEPARTMENT

Group 'C' Posts : Accountant, Senior Accountant, Auditor, Senior Auditors and Section Officer.

Group 'B' Posts : Assistant Accounts / Audit Officer, Accounts / Audit Officer and Senior Accounts / Audit Officer.

RAILWAYS

Group 'C' Posts : Junior Accounts Assistant, Accounts Assistant and Section Officer (Accounts).

Group 'B' Posts : Senior Section Officer (Accounts), Assistant Accounts Officer and Accounts Officer.

CONTROLLER GENERAL OF ACCOUNTS AND DEPARTMENTALISED POSTAL AND TELECOM ACCOUNTS ORGANISATIONS

Group 'C' Posts : Accountant, Senior Accountant and Junior Accounts Officer.

Group 'B' Posts : Assistant Accounts Officer, Accounts Officer and Senior Accounts Officer.

CONTROLLER GENERAL OF DEFENCE ACCOUNTS

Group 'C' Posts : Auditor, Senior Auditor and Section Officer.

Group 'B' Posts : Assistant Accounts Officer, Accounts Officer and Senior Accounts Officer.

In addition, there are posts of Travelling Inspector of Accounts, Inspector of Stores Accounts, Stock Verifier, Finger Print Examiner, etc. in the Accounts Department of the Railways which have certain relativities with posts of Accounts Staff and are in corresponding scales of pay.

Scales of Pay : Present Position

55.4 Traditionally, there had been parity in the scales of pay of posts of Accounts Staff in the Indian Audit and Accounts Department and the other organised Accounts Departments and corresponding posts in all the organisations were in identical scale of pay. This parity was, however, disturbed following the restructuring of the Indian Audit and Accounts Department in March 1984 into two distinct and independent streams, one dealing with the audit functions and the other with the accounts and entitlements functions. While parity between the posts in the accounts and entitlements stream and those in the other organised Accounts Departments continued to be maintained, 80 *per cent* of the posts relating to the audit functions were placed in higher scales of pay. The parity that existed earlier was, however, restored with effect from January 1, 1986 in pursuance of the recommendation of the Fourth CPC, which held that the audit and accounts functions were complementary to each other and recommended identical scales of pay for personnel in both the streams. The present pay structure of posts in all the organised Accounts Departments is consequently identical and the scales of pay

applicable to posts in Groups 'B' and 'C' are Rs 1200-2040, Rs 1400-2600, Rs 1640-2900, Rs 2000-3200, Rs 2375-3500 and Rs 2200-4000.

Accounts Staff in IAAD and Railways

55.5 **Our recommendations on issues of relevance to the accounts staff under the Comptroller and Auditor General of India and in the Accounts Department of the Railways are contained in the Chapters on "Indian Audit and Accounts Department" and "Ministry of Railways" respectively.**

Gist of Demands and Suggestions

55.6 The universal demand of all accounts staff relates to the restoration of the parity in the scale of pay of the posts of Senior Accountant, Senior Auditor and Accounts Assistant (Rs 1400-2600) and the post of Assistant in the Central Secretariat established by the Fourth CPC in 1986, which had been disturbed because of the subsequent Government decision in July 1990 to place the Assistants of the Central Secretariat Service in the higher scale of pay of Rs 1640-2900. Other demands and suggestions of the associations representing the Group 'B' Officers and other personnel of the organised Accounts Departments, other than the Indian Audit and Accounts Department and the Accounts Department in the Railways which have dealt with separately, are that --

a) having regard to the job content, responsibilities and the requirement of having to qualify in a rigorous departmental examination for promotion to the post of Section Officer / Junior Accounts Officer, the post should be equated with that of Section Officer in the Central Secretariat Service;

b) accounts staff in the Defence Accounts Department (Controller General of Defence Accounts) should be placed in higher scales of pay considering the fact that they perform audit functions in addition to their accounting functions;

c) the posts of Accounts Officer and Senior Accounts Officer should be merged in a single post and placed in the scale of pay applicable to the Under Secretaries of the Central Secretariat Service;

d) on promotion to the Group 'A' post of Assistant Controller of Defence Accounts, Senior Accounts Officers of the Defence Accounts Department should be placed in the Senior Time Scale of the Indian Defence Accounts Service and not in the Junior Time Scale as at present;

e) introduction of time-bound promotions and creation of additional posts at higher levels should be considered to alleviate the problem of acute stagnation in the cadres of accounts staff;

Past parity with Assistants in CSS

55.7 The question of past parity with the post of Assistant in the Central Secretariat has been discussed in detail in the chapter on "Indian Audit and Accounts Department", wherein we have recommended that this should be examined by the Anomalies Committee keeping in view the observations of the Guwahati and Chandigarh Benches of the Central Administrative Tribunal on disposing of petitions filed by some of the aggrieved employees of that Department. Parity between the scales of pay of posts in the Indian Audit and

Accounts Department and the corresponding posts in other organised Accounts Departments already having been re-established by the Fourth CPC in 1986, **such decisions as are finally arrived at by Government on this issue should be extended to all the organised Accounts Departments. For the future, the scales of pay have been recommended in our chapter on Indian Audit and Accounts Department and the same shall apply to all organised Accounts Departments.**

Higher Scales of Pay for Defence Accounts Personnel

55.8 Parities and relativities that have been established traditionally and historically after due deliberation have a certain sanctity and would need to be preserved. **We are, therefore, unable to accept the suggestion that accounts staff in the Defence Accounts Department should be placed in relatively higher scales of pay.** Besides, personnel in the other organised Accounts Departments also entrusted internal check functions performed by the Defence Accounts personnel and we have also not recommended any edge in the scales of pay of the audit personnel in the Indian Audit and Accounts Department responsible for statutory audit functions.

Merger of posts of Accounts Officer and Senior Accounts Officer

55.9 The present cadre structure placing 80 *per cent* of the posts at different functional levels has been evolved only after due consideration of the functional requirements and other relevant factors. Merger, as suggested of the posts of Accounts Officer and Senior Accounts Officer in the Defence Accounts Department will also have an adverse impact on prospects for further advancement. Apart from disturbing the existing, well-established relativities, acceptance of the suggestion that the merged post should be placed in the scale of pay applicable to the Under Secretaries of the Central Secretariat Service would also result in an anomalous situation in which the Group 'A' Officers of the Indian Defence Accounts Service in the Senior Time Scale who supervise the work of the Accounts Officers would be in the same scale of pay as the supervised. **In the circumstances, we are unable to accept the demand.**

Scale of Pay of Group 'B' Officers promoted to Group 'A'

55.10 **For the reasons indicated elsewhere in this report, we are also unable to concede the demand that on promotion to the Group 'A' post of Assistant Controller of Defence Accounts, Senior Accounts Officers of the Defence Accounts Department should be placed directly in the Senior Time Scale of the Indian Defence Accounts Service and not in the Junior Time Scale as at present.**

Creation of Addtional Posts

55.11 Creation of additional posts at higher levels will necessarily have to be adequately justified on functional considerations and cannot obviously be agreed to merely in order to improve prospects for career advancement. **We hope that the Assured Career Progression Scheme separately recommended by us, which will also be applicable to personnel in the organised Accounts Departments, will mitigate the problem of stagnation to some extent.**

Other Posts

55.12 **All other posts in the organised Accounts Department have standard designations and scales of pay. The corresponding replacement scales of pay recommended by us elsewhere in this report will apply equally to these posts.**

Reservation of Posts for

55.13 It has also been urged that a certain percentage of posts at higher levels should be reserved for promotion, on seniority-cum-fitness basis, of different

Promotion of Personnel who fail to qualify in Departmental Examination

categories of Accounts Staff who are unable to qualify in the prescribed departmental examinations. Presumably, the demand is based on the "Supervisors Scheme" introduced in the Indian Audit and Accounts Department under which such of those audit and accounts personnel who fail to qualify in the Section Officers' Grade Examination (which is a pre-requisite for promotion as Section Officers) are nevertheless accommodated against posts designated as Supervisors in an identical scale of pay. We are of the view that the concept of promotions on seniority-cum-fitness basis has to be progressively replaced by a system based purely on merit. Apart from emphasising that improvements in remuneration should be linked to performance, we have also separately held that the prescribed eligibility requirement for promotion to different posts should be sacrosanct and have recommended discontinuance of the practice prevalent in the Indian Audit and Accounts Department. **In the circumstances, we are unable to accept the demand. Consequently, we also find no merit in another demand of the employees that the system of departmental examinations for promotions should be dispensed with.**

Incentive for acquiring higher qualifications

55.14 The suggestion that incentives should be provided to the Accounts Staff who acquire higher academic and professional qualification has also been made by various other sections of employees. **Our general recommendations on this issue will equally apply to the Accounts Staff.**

Artists

55.15 The posts of Artists (Designers) are found in Offices under Ministries of Defence, Information and Broadcasting, Agriculture, Human Resource Development, Communications etc. Their scales of pay vary from organisation to organisation.

Proposed grades

55.16 With a view to streamlining the grade structure of these posts, we suggest a standard grade structure which may be made applicable in the concerned offices depending on their functional requirements. **The standard grade structure given below seeks to rationalise the different scales of pay and also to provide a model method of recruitment to the posts of Artists which have been suitably re-designated:**

Post	Scale of pay (Rs.)	Mode of Recruitment
Senior Artist	2000-3500	Dynamic ACP.
Artist Gd.I	1640-2900	Dynamic ACP
Artist Grade II	1600-2660	DR(degree/diploma in fine arts/commercial arts and 2 years experience in art).
Jr.Artist Grade-I	1400-2300	Dynamic ACP
Jr. Artist Grade-II (Poster/Lettering)	1200-2040	Dynamic ACP
Jr. Artist Grade-III (Poster/Lettering)	975 -1540	DR - Middle Pass with 3 years experience in art work

Based on the above standard/model grade structure, the proposed grades in the various organisations having the posts of Artists are indicated in annex 55.1

Canteen Staff

Non-statutory Canteens

55.17 Non-statutory canteens and tiffin rooms in Central Government offices have been established with the objective of providing wholesome food prepared in hygienic conditions at reasonable prices to Government employees. As on 30.9.1994, 1,220 Canteens/Tiffin Rooms were registered with the Director of Canteens, Department of Personnel and Training, with a total staff strength of 10,694. 17 canteens have since been de-registered.

Statutory Canteens

55.18 Statutory canteens are established under Section 46 of the Factories Act, 1948 and are located in public sector undertakings, industrial establishments, etc. These canteens are locally controlled by the establishment of the respective departments and the Department of Personnel & Training is not concerned with their administration. In the Central Government, these canteens are located in very few Ministries like Railways, Defence, etc. Management Committees for statutory canteens are constituted in conformity with the provisions of the Factories Act.

Status of canteen employees

55.19 Employees of both statutory and non-statutory canteens have obtained orders from the Supreme Court that they should be treated as employees of the respective departments and given similar benefits as are admissible to regular employees. The Department of Personnel and Training being the nodal authority of non-statutory canteens, have already issued orders in January, 1992, declaring all employees of non-statutory departmental/cooperative canteens and tiffin rooms registered with the Director of Canteens, as Central Government employees w.e.f. 1.10.91 and extended all benefits to them as are available to other Central Government employees of comparable status. The CGEGIS, full pensionary and GPF benefits have been extended to them. Model Recruitment Rules for various categories of employees of non-statutory departmental canteens/tiffin rooms have been finalised.

Budget and Administative control

55.20 The respective Ministries/Departments which have canteens in their office premises are directly concerned with the running of the canteens and, therefore, necessary financial/budgetary support is directly provided by them. No funds are provided by DOPT to any Ministry/Department and no budget provision is made in this regard by them. Canteen employees are directly under the administrative control of the respective Ministries/Departments. Guidelines, administrative instructions and rules for running these canteens are notified by DOPT from time to time. A complete ban has been imposed on fresh recruitment even against vacancies occurring due to death, retirement, resignation etc. and on creation of new posts in canteens.

Pay scales-parity with Ministerial staff

55.21 The canteen staff have represented that they are still not being treated at par with other Central Government employees in matters of grant of pay scales and conditions of service. They have demanded the same pay scales to various categories of canteen staff as are available to their counterparts in government having similar designations. Higher pay scales have also been demanded for certain categories of employees on the ground that their traditional classification has been disturbed by Government and they have been placed in a lower scale. The Department of Personnel and Training, however, maintain that canteen employees have been a distinct category from the very beginning and the nature of work performed by them is not akin to secretariat work. They, therefore, do not support the contention that the canteen staff should be equated with similar categories of employees in the secretariat set-up. **We are inclined to agree with the DOP&T and do not concede the demand that canteen staff should be merged in the Group 'C' and 'D' cadres of respective Ministries or that they be provided a promotion channel in these cadres.**

Restructuring

55.22 In the above context, we have examined the pay scale, cadre-structure, recruitment qualifications, etc. of various categories of canteen staff. **We recommend that canteen posts in different departments of Central Government be restructured in the following manner:-**

i) The posts of Safaiwala, Wash Boy, Bearer, Tea/Coffee Maker should be restructured in the three-tier pay scale as proposed for Group 'D' employees. **The posts of Safaiwala and Wash Boy should remain in the existing pay scale of Rs.750-940. The posts of Bearer and Tea/Coffee Maker should be upgraded in the pay scale of Rs.775-1025 as these are promotion posts for Safaiwala and Wash Boy and a minimum educational qualification of 8th standard with six months experience has been prescribed for the post. While the strength of the two grades should be determined on functional basis, a third higher scale corresponding to Rs. 800-1150 should be provided under the Assured Career Progression Scheme.**

ii) The posts of Cook and Assistant Halwai should be upgraded to the pay scale of Rs. 950-1500 as these posts are skilled and the demand for a corresponding pay scale is justified. The post should however, be filled by direct recruitment and not by promotion. Two higher scales of pay under the proposed Assured Career Progression Scheme should be prescribed as Rs.1320-2040 and Rs.1600-2660.

iii) **For the post of Junior Clerk (Coupon, Kitchen, Sales, Office, Accounts, etc.) the prescribed educational qualification is Matric with one year's experience. Therefore, the post may be upgraded to the pay scale of Rs. 950-1500 and grouped along with Cash Clerk and Store Clerk. These posts should be filled by direct recruitment and there should not be any promotion from the lower grade at this level. The posts of Senior Clerk (Accounts), Dy. Manager and Manager Grade II in the pay scale of Rs.1200-1800 may be upgraded to**

Rs.1320-2040 as part of our general recommendation on rationalisation of pay scales. These posts should, however, be filled by promotion and not by direct recruitment, as at present. The post of Manager Grade I may also be placed in the pay scale of Rs.1600-2660 keeping in view the duties and responsibilities attached to the post and be filled by promotion. The Assured Career Progression Scheme should apply to the three grades of Junior Clerks, Senior Clerks(Accounts)/Dy. Manager etc. and Manager Grade I.

Directorate of Canteen

55.23 In the context of the demand for creation of higher posts of Catering Officers for supervision, guidance and training of employees, we **recommend that the role of Director of Canteens should continue as such and no strengthening of the office of Director by providing catering staff needs to be done. However, wherever there is more than one departmental canteen in a Ministry and its attached offices, their staff should be organised into a cadre, so as to improve their promotion avenues and also facilitate transferability from one canteen to another. This may be conceived as a first step towards ultimate consolidation of canteen staff in various Ministries/Departments in Delhi into a single cadre.**

Contracting services

55.24 It has been suggested by the Department of Atomic Energy that in the context of present difficulties, running of the canteens could be contracted out and canteen staff redeployed elsewhere. We, however, feel that canteen employees cannot be gainfully employed on jobs other than those related with canteens. Moreover, **since the services rendered by the canteens have a direct bearing on the health of the employees, a strict quality control is necessary, even if in some cases they are given to private contractors. We, therefore, recommend that while the functioning of the present canteens may be improved with the help of the existing staff, contracting to private caterers may also be attempted for new canteens. Thus a suitable mix of departmental canteens and those run by private contractors in government departments shall generate a healthy competition, which will result in improvement in the services.**

Powers to Canteen Managers

55.25 Demand has been made that Managers of the canteens should be given gazetted status and should continue to be the appointing authority for Group 'D' employees in the canteens. **We, however, recommend that the Head of the Office/Head of the Department of the concerned Ministry should have control on the canteen staff like any other staff in the Ministry.**

Qualifying sevice for Pension

55.26 Supreme Court has already decided that pension should be given to all those canteen staff, who retired after 1.10.91, but for calculation of pension, the services rendered by them from 26.9.83 alone will be taken into consideration Service rendered prior to 26.9.83 is counted to make them eligible for pension. In this context, demands have been made that full services rendered by canteen employees, from the date of their regular appointment, should be counted In view of specific order of Supreme Court, **we recommend that status-quo about counting of service rendered prior to 26.9.83 needs to be maintained.**

Membership of Departmental Clubs

55.27 **Departments should encourage the canteen staff to join the mainstream of the employees in the department and for this purpose, they should be encouraged to become the members of departmental sport, recreation clubs and other societies like Cooperatives, Credit and Thrift, society, etc.**

Ministry of Defence Canteens

55.28 In the Ministry of Defence, statutory canteens are located in the Naval Headquarters, Defence Research and Development Organisation (DRDO), Directorate General of Quality Assurance (DGQA), Ordnance Factory Board (OFB), Army Headquarters (AHQs) and Indian Air Force (IAF). In the lower formations of the Army, most of the canteen are run/managed by combatant staff only. However, in certain EME and Ordnance Units/Installations, civilian canteen/tiffin room employees are employed. All canteen employees are categorised as non-industrial employees.

55.29 The Ministry of Defence have brought to our notice that there are no promotion avenues for the canteen employees, except some in-situ promotions based on Court orders. No cadre review for canteen staff has been done and, therefore, they are reported to be stagnating in the lowest pay scale. Demand has been made for revision of the pay scales of Assistant Canteen Supervisor, Cook, Halwai on the ground of skilled nature of their job.

55.30 Complete parity has also been demanded in the staffing pattern and pay scales in statutory canteens with those in non-statutory canteens. We have noticed that the existing pay scales of statutory canteens in the Ministry of Defence are not at par with the pay scales approved by DOPT for non-statutory canteen employees. Since there is no discernible difference in the job contents of canteen employees whether they are working in statutory canteens or non-statutory canteens, **we recommend that disparities that exist in the pay scales, recruitment qualifications and promotion avenues between canteen employees of statutory and non-statutory canteens should be completely removed.**

55.31 The following changes in pay scales and recruitment qualification of various categories of canteen staff in Ministry of Defence are, therefore, needed to bring them at par with employees in non-statutory canteens. Assured Career Progression Scheme should also be extended to them, for which two higher scales of pay have also been recommended, at each stage of direct recruitment:

I) **Washerman, Masalchi, Kitchen Assistant, Server, Bearer Salesman/ Vendor, etc. who are all in the pay scale of Rs.750-940 may be organised in two grades. Direct recruitment may be made at the level of Washerman/Boy, Masalchi with 5th pass qualification in the pay scale recommended in replacement of present scale of Rs.750-940. Kitchen Assistant, Server, Bearer, Salesman/Vendor, who are all in the pay scale of Rs.750-940 may be placed in a scale recommended by us in replacement of scale of Rs.775-1025 - 2nd pay scale and may be filled by promotion. This pay scale shall also be the first ACP scale while the second ACP scale shall be Rs.800-1150.**

ii) **Cooks in the existing pay scale of Rs.775-1025 may be placed in the replacement scale of Rs.950-1500. The post should be filled by direct recruitment. A provision for two higher ACP scales of Rs.1320-2040 and Rs.1600-2660 shall be made.**

iii) **Assistant Supervisor cum Cashier/Clerk-cum-Cashier in the pay scale of Rs.800-1150 should be placed in the pay scale of Rs.950-1500 to be filled by direct recruitment with a Matric qualification. These posts along with supervisory posts of Supervisor Grade III (Rs.950-1500), Supervisor Grade II (Rs.1200-1800) and Supervisor Grade I (Rs.1200-2040) may be organised into a three grade structure, with two higher supervisory grades of Supervisor Grade III and Supervisor Grade II in the pay scales of Rs.1320-2040 and Rs.1600-2660 respectively. Direct recruitment may be made at the level of Rs. 950-1500 only, whereas the next two grades may be filled by promotion only. The two scales shall also be the two higher scales under ACP scheme for those recruited as Assistant Supervisor and Clerk-cum-Cashier.**

Railway Canteens

55.32 In Railways, both statutory and non-statutory canteens exist. Offices, which employ more than 250 staff are provided statutory canteens under the mandatory provisions of Factories Act, whereas in offices having staff strength of 100 or more, non-statutory (recognised) canteens are provided as a measure of staff welfare. Both the canteens are managed on the principle of no-profit-no- loss. While the management committees of statutory canteens are constituted in conformity with the provisions of Factories Act, the management of non-statutory canteens comprises representatives of employees and the Administration. The pay scales and service conditions of both types of canteen are similar. There are in all 267 canteens in Railways, out of which only 94 canteens are statutory.

Staff structure

55.33 Staff in Railway Canteens, is organised into four distinct categories namely (i) Manager, (ii) Clerk/Cashier/Accountant, (iii) Cooks/Halwai and (iv) Vendors, Bearers, Salesmen, etc. Each category of staff comprises various grades and number of such grades ranges between 3 and 6 After careful consideration of existing staff structure in Railway Canteens and with a view to ensuring some degree of uniformity with Canteen staff in general as a common category in the Government of India, **we recommend reorganisation of the Canteen Staff in Railways on the following lines:-**

a) **Canteen staff in Railways should be organised into three categories instead of the existing four. These categories should be: (i) Vendor, Bearer, Tea/Coffee Maker, etc., (ii) Cooks, Halwai and (iii) Ministerial and Managerial staff.**

b) **The staff in the category of Vendor, Bearer, etc, should be further reorganised into a three grade structure in three different pay scales of Rs.750-940, Rs.775-1025 and Rs.800-1150, restricting the direct recruitment only in the first grade while posts in remaining two higher grades may be filled by promotion. Assured Career Progression Scheme shall also apply. The existing posts in the pay scales of**

Rs.750-940 may form the first grade while those in the pay scale of Rs.775-1025 shall form the second grade in a pay scale recommended by us in replacement to the pay scale of Rs.775-1025. Posts like Salesman Grade I, Vendor Grade I, Asstt. Halwai, Grade I, Assistant Cook Grade I which are at present in the pay scale of Rs.800-1150 shall form the third and the highest grade in the cadre.

c) Similarly, a three grade structure is also proposed for Cooks and Halwais, restricting direct recruitment only to the initial entry grade of Cooks grade II and Halwai Grade II in the pay scale of Rs.950-1500. The second higher grade shall be in the pay scale of Rs.1320-2040 and existing posts of Cooks Grade I (Rs.950-1500) and Halwai Grade I (Rs.975-1540) shall be placed in this grade. Since there is no further higher grade for them, it is recommended that a grade of Senior Cook and Senior Halwai in the pay scale of Rs.1600-2660 should be created and the number of such posts should be determined on functional consideration. The two higher grades may also be extended to this category of posts under Assured Career Progression Scheme.

d) The existing cadre of Managers and Clerks/Cashier/ Accountants should be merged and a four grade structure in the scales of pay corresponding to the replacement scale of Rs.950-1500, Rs.1320-2040, Rs.1600-2660 and Rs.1640-2900 should be constituted with a provision for direct recruitment only to the initial grade (Rs.950-1500). The existing Junior Clerks (Rs.825-1200), Clerks (Rs.950-1500), Store Keeper Grade II (Rs.825-1200), Cashier (Rs.950-1500), Asstt. Manager Grade II (Rs.825-1200) should be placed in a scale corresponding to the replacement scale of Rs.950-1500. The posts of Accountant (Rs.975-1540), Manager Grade III (Rs.975-1540), Store Keeper Grade I (Rs.975-1540) should be combined to form the second tier of the cadre of this category and should be placed in the replacement scale corresponding to the scale of Rs. 1320-2040. Manager Grade I (Rs.1200-2040), Manager Grade II (Rs.1200-2040) and Senior Manager (Rs.1400-2300) should form the third grade of the cadre. The two higher grades may be filled by promotion. Assured Career Progression Scheme shall also apply to these three grades.

e) It is also recommended to introduce another grade of Senior Manager in the replacement scale corresponding to the pay scale of Rs.1640-2900. The posts in this grade should be created strictly on functional considerations and some of the existing posts of Senior Manager (Rs.1400-2300) may be upgraded to the scale of Rs.1640-2900, on the basis of workload, number of staff in a canteen and other relevant considerations.

Caretakers

INTRODUCTION

Functions and scales of pay

55.34 Caretakers in government departments are responsible for supervision of safai karamcharis, farashes, chowkidars, etc. and ensuring the general upkeep, sanitation and cleanliness of government premises, security, etc. Since 1980, the posts of caretakers are treated as isolated, ex-cadre ones, filled by personnel from the regular establishment on deputation. Of the 1,833 posts of Caretakers in various Central Government ministries and departments, 1,356 posts are in Group 'D' in scales of pay of Rs.750-940, Rs.775-1025, Rs.800-1150 and Rs 825-1200; these posts are mostly in the Railways and the incumbents designated as Khalasi or Caretaker, are responsible for the upkeep of retiring and waiting rooms, running and rest rooms for the operating staff, etc. The remaining 467 posts are Group 'C' posts, designated variously as Caretaker, Caretaker-cum-Security Supervisor, etc. If the caretaking duties are performed part-time by an existing employee of the department, he is entitled to a special pay of Rs.50 per month in addition to his grade pay.

Norms for creation of posts

55.35 In terms of the guidelines issued by the Department of Expenditure in the year 1990, the scale of pay in which posts of caretaker are to be created is determined with reference to the floor area of the premises based on the following norms:

Floor Area of Premises	Scale of Pay (Rs.)
13,900 square metres or 1.5 lakh square feet and above	1350-2200
Between 6,500 and 13,900 square metres or 0.7 lakh and 1.5 lakh square feet	1200-2040
Between 1,900 and 6,500 square metres or 0.2 lakh and 0.7 lakh square feet	950-1500

GENERAL DEMANDS

55.36 The demands received by us from the caretaking staff mainly relate to the restructuring of the cadre, enhancement of the Deputation Allowance and increase in the quantum of special pay. Long working hours and strenuous nature of their duties have been cited in support of these demands. There is also a need for a fresh look at the norms for creation of posts.

Rationalisation of [illegible]

55.37 As a general rule, it should not be necessary to operate distinct and identifiable posts of caretakers and the responsibilities should

instead be entrusted to the existing personnel in the Group 'D' and Clerical cadres in conformity with the concept of multiskilling recommended by us elsewhere in the report. For this purpose, the existing posts of caretaking staff could be merged in the appropriate scales of pay in the Group 'D' or Clerical cadres, as the case may be. If, for some preponderant reasons especially relating to the size of caretaking of an office, the continued retention of separate and full-time posts of caretakers is considered inescapable, such instances should be confined only to large establishments where the workload would justify such a course of action. Based on these general principles, our recommendations are as follows:

a) Auxiliary (Group 'D') Staff and Supporting (Group 'C') Staff borne on the regular establishment and deployed on caretaking duties, which is not to be treated as deputation to an ex-cadre post, may be paid a Caretaking Allowance of Rs.100 and Rs.200 per month respectively as compensation for the long hours of work required of them. The number of persons entitled to the allowance should not, however, exceed the existing strength of caretaking personnel in Groups 'C' and 'D' in all the applicable scales of pay taken together.

b) No other additional remuneration in the form of Deputation (Duty) allowance or Special Pay shall be admissible to the personnel so deployed.

c) In establishments which continue to retain separate posts of Caretakers, these posts shall be merged in the general ministerial cadres in the corresponding scales of pay. In other words, there will be no separate cadre of caretakers any where in the Government.

Norms for caretaking posts

55.38 We have examined the norms evolved by the Ministry of Finance (Deptt. of Expenditure) in 1990 for determining the level of caretaking posts needed in a department. We suggest that these norms should be revised in the following manner:

Floor Area of Building	Caretaking posts and their pay scales	
a. Upto 2,000 sq.mts.	No caretaking staff needs to be sanctioned and work should be taken on part-time basis from the existing staff on payment of caretaking allowance at the rate of Rs.200 and Rs.100 p.m. for Group C and Group D posts respectively.	
b. Above 2,000 sq.mts. and upto 7,000 sq.mts.	Rs. 950-1500 -	1 post
c. Above 7,000 sq.mts. and upto 14,000 sq.mts.	Rs.1200-2040 -	1 post

d. Above 14,000 sq.mts. and upto 20,000 sq. mts.	Rs.1600-2660 - or Rs.1640-2900	1 post depending on the complexity of the task.
e. Above 20,000 sq.mts.	Rs.1600-2660 - Rs.1640-2900	1 post plus additional post in the lower grade as per norms recommended above.

DEPARTMENT - SPECIFIC ISSUES

Cabinet Secretariat

55.39 The Cabinet Secretariat has 13 separate posts of Caretaker in the scale of pay of Rs.1350-2200. Apart from urging that they should be placed in a higher scale of pay and provided adequate promotion avenues, it has also been suggested that incumbents should be entitled to (a) an "Efficiency Pay" equal to 20 per cent of their basic pay, (b) compensation in cash in lieu of compensatory off for functioning on holidays or weekly off days, and (c) night duty and conveyance allowances for performing shift duties. **While the Caretakers in the scale of pay of Rs.1350-2200 will now be placed in the replacement scale of pay corresponding to Rs.1400-2300 based on our general recommendations on pay structure, we do not find adequate justification for accepting the other suggestions.** The personnel should instead continue to be governed by the general orders relating to Deputation (Duty)Allowance, Night Duty Allowance, Conveyance Allowance, etc. subject to such modifications as have been recommended by us in the relevant chapters. As regards improvements in promotion prospects, **while the Assured Career Progression Scheme conferring financial benefits of the two immediately higher scales of pay may be extended to the incumbents** in terms of our general recommendations on "Promotion Policy", **the feasibility of merging the posts in the ministerial cadre should also be examined.**

Department of Tele-communications

55.40 The Department of Telecommunications have suggested that the post of Caretaker in the scale of pay of Rs.1350-2200 in Sanchar Bhawan, having a floor area of 26,669 square metres, may be upgraded to that of Security-cum-Estate Officer in the scale of pay of Rs.2000-3500 so as to place it on par with a similar post in the Ministry of Industry. **The duties and responsibilities of the Security-cum-Estate Officer are, however, distinctively different and more onerous and it would be inappropriate, in our view, to equate the post of Caretaker in Sanchar Bhawan to this post.** However, as per the revised norms, two posts of caretakers one each in the scale of pay of Rs 1640-2900 and Rs.950-1500 would be justified instead of the present single post

Directorate General, All India Radio

55.41 The incumbent of an isolated, ex-cadre post of Caretaker, initially appointed in the scale of pay of Rs 1350-2200, in the Directorate General, All India Radio, has brought to our notice that he had been promoted only once to a post in the scale of pay of Rs 1400-2300 in a span of over two decades and has represented that he should be inducted in the cadre of Head Clerk or Assistant in the Central Secretariat Service. We have, however, been informed by the Ministry

that the post has been included in the cadre of Upper Division Clerk and that the incumbent has also been promoted to the post of Head Clerk in the scale of pay of Rs.1400-2600 in August 1989. **While the post of Head Clerk should be placed in the replacement scale corresponding to Rs.1600-2660 as separately recommended by us, the benefits of the Assured Career Progression Scheme should also be extended to incumbent of the post.**

Botanical Survey of India

55.42 The qualification prescribed for the post of Caretaker, presently in the scale of pay of Rs.1200-2040, in the Botanical Survey of India is a diploma in civil engineering, which is also applicable to posts of Junior Engineer (Civil) in the Central Public Works Department in the scale of pay of Rs.1400-2300 It has, therefore, been urged that the pay scale of the post should be upgraded. Though the Ministry of Environment and Forests have not supported the demand, the post in question would not appear to be strictly a caretaker's, the educational qualifications for which are different. In addition to normal caretaking functions, the responsibilities of the post apparently include maintenance of premises, minor repairs, etc. **It would, therefore, be more appropriate, in our view, to redesignate the post as Junior Engineer (Maintenance) to be placed in the replacement scale of pay corresponding to Rs.1600-2660 recommended by us generally for posts requiring the qualification of a diploma in engineering. The post could also be encadred in the JEs cadre of the CPWD.**

Cashiers

Introduction

55.43 Some of the Central Government Ministries and Departments, such as Railways, Posts, Telecommunications, Customs and Central Excise etc., have organised cadres of Cashiers. In others, Cashiers are ex-cadre posts and Lower Division Clerks, Upper Division Clerks and Assistants are deployed against these posts. The main function of Cashiers is to handle all cash transactions, including the disbursement of salaries and payment of other bills and claims. The duties and responsibilities of Cashiers involve an element of risk in handling large sums of cash, in consideration of which they are granted a special pay. The quantum of special pay varies with reference to the average monthly disbursement in cash, excluding payments made by cheques. The quantum of special pay is reviewed each year on the basis of cash handled during the preceding year. No cash allowance is sanctioned, if the post is specifically sanctioned as Cashier

Coverage

55 44 Issues/demands relating to the common category of Cashiers in the Secretariat and non-secretariat organisations have been discussed in the succeeding paragraphs. This memorandum does not, however, cover the organised cadres of cashiers in departments like the Railways, Posts, etc. Issues pertaining to such organised cadres have been dealt by us separately in the relevant Chapters pertaining to those departments.

Rates of Allowances

55.45 A general demand has been made that the present rates of special pay for the Cashiers and the Group 'D' staff, prescribed as far back as January 1986, should be enhanced because of the considerable erosion in the value of the rupee since then. The question of enhancement of the special pay of cashiers has been under consideration in the National Council of the Joint Consultative Machinery. Though a broad consensus was arrived at in 1992-93 with regard to the rates as well as the slabs, the relevant proposal was not agreed to by the Finance Ministry which was of the view that the present rates having been recommended by the Fourth Pay Commission, it would be more appropriate if the question of their revision was considered by us. The Department of Personnel and Training have accordingly referred this issue to us.

Recommended rates of special pay

55.46 Since January 1986, there has been a substantial increase in the net disbursements by cashiers, which is attributable to the general increase in prices during this period and erosion of the value of rupee. There is thus a valid case for review of the rates of special pay recommended in 1986. **After taking into account the consensus arrived at in the National Council of the Joint Consultative Machinery in 1992-93, we recommend that the rates of special pay for Cashiers should be revised as follows:**

Average monthly disbursement	Amount of Special Pay
Up to Rs 50,000	**Rs 75 p.m**
Over Rs 50,000 and up to Rs 2 lakhs	**Rs 150 p.m.**
Over Rs 2 lakhs and up to Rs 5 lakhs	**Rs 200 p.m.**
Over Rs 5 lakhs and up to Rs 10 lakhs	**Rs 250 p.m.**
Over Rs 10 lakhs	**Rs 300 p.m.**

Following the revision of the rates of special pay for Cashiers, that admissible to the Group 'D' personnel assisting them may also be enhanced from Rs 10 to Rs 30 per month.

Nomenclature of cash handling allowance

55.47 The Staff Side of the National Council of the Joint Consultative Machinery has urged that special pay should be reckoned as pay for all purposes and be taken into account for computation of dearness allowance, house rent allowance, etc. We are unable to concede this demand. In order to avoid any confusion because of the description of this incentive for Cashiers as "Special Pay", **we suggest that it may be changed to "Cash Handling Allowance".**

UDC-cum-Cashier

55.48 **The Upper Division Clerks-Cum-Cashiers, who actually handle cash in addition to performing the usual clerical functions should also be entitled to the special pay. We accordingly recommend that the revised rates of Cash Handling Allowance should also be extended to UDC-cum-Cashier with reference to the quantum of cash handled by them.**

55.49 A suggestion has been made that only experienced personnel should be appointed as Cashiers. Even now preference is generally given to those Upper Division Clerks and Assistants who have successfully completed the training in Cash and Accounts in the Institute of Secretariat Training and Management. However, since such training is provided to Assistants and those Upper Division Clerks, who have completed 5 years service, Lower Division Clerks who are also appointed as Cashiers are not eligible for the training

Considering the utility of the training, this deficiency needs to be remedied. **We accordingly recommend that graduates appointed as Lower Division Clerks may also be made eligible for this training on completion of 5 years of service. Only such of the employees as have been trained in Cash and Accounts should be appointed as Cashier.**

55.50 Certain employees have demanded that the expenditure incurred by cashiers on obtaining bonds should be reimbursed. Presently, the security to be furnished by cashiers can be in the form of cash, promissory notes, National Savings Certificates, Deposit Receipts of scheduled banks or fidelity bonds. This demand was also considered by the Fourth Pay Commission, but was not conceded. While there is no justification for reimbursing the expenditure incurred on obtaining fidelity bonds, the security presently prescribed is, very meagre and bears no relation to the amount of cash actually handled by the cashiers. If at all necessary, other measures could be considered for dealing with cases of misappropriation, malfeasance, etc. and the recovery of any losses attributable to the employee concerned. **We, therefore, recommend that the requirement of cashiers having to furnish security in different forms may be dispensed with.**

Drivers of Motor Vehicles

Introduction

55.51 Prior to 1973, there were as many as 21 scales of pay for different categories of drivers of motor vehicles and six different scales of pay for supervisory posts. Based on the recommendations of the Third CPC, the number of scales of pay was reduced to only three, to be applicable to drivers of light vehicles, staff car drivers and heavy vehicle drivers. The number of supervisory scales was also simultaneously reduced to three. The Fourth CPC, on the other hand, recommended a uniform scale of pay of Rs.950-1500 for all categories of drivers regardless of the type of vehicle entrusted to them. The recommendation would not, however, appear to have been fully implemented because, though a majority of the drivers of motor vehicles are presently in the scale of pay of Rs.950-1500, posts also exist in the scales of pay of Rs.950-1400, Rs.975-1540, Rs.1150-1500, Rs.1200-1800, Rs.1200-2040, etc. There are also posts of Roadroller Driver, Diesel Engine Driver, Lister Driver, Static Engine Driver, etc. in the scale of pay of Rs.800-1150, the incumbents of which operate and maintain various types of engines and equipment. There are also personnel responsible for the operation and maintenance of cranes, fork lifts, oil engines, etc. and those deployed on sea-going vessels. A clear distinction may, therefore, have to be made between those actually involved in driving motorised vehicles and others who are strictly technicians, though wrongly designated as drivers, responsible for the operation and maintenance of different types of equipment. Our discussion in this section is, therefore, confined only to the drivers of motorised vehicles such as staff cars, three and two wheelers, trucks, etc. Issues relating to categories other than these have been dealt with by us in the chapters relevant to the organisations where the posts exist.

55.52 Posts of Staff Car Driver in Ministries and departments being isolated ones, promotion avenues were virtually non-existent. In pursuance of the orders of the Principal Bench of the Central Administrative Tribunal at New Delhi in the case of Staff Car Drivers' Association and others vs Union of India (OA No.2957/91) that a promotion scheme should be devised for the Staff Car Drivers based on a graded structure similar to the one provided by the Railways, the Department of Personnel and Training introduced a promotion scheme for them in November 1993. Under the scheme, the posts of Staff Car Drivers are to be designated as Staff Car Driver, Ordinary Grade, Staff Car Driver, Grade II, and Staff Car Driver,Grade I and distributed in the three distinct scales of pay of Rs.950-1500, Rs.1200-1800 and Rs.1320-2040 respectively in the ratio of 55:25:20. Subject to availability of vacancies in the higher scales of pay, personnel recruited initially in the Ordinary Grade of Rs.950-1500 are eligible for promotion to Grade II on completion of nine years'service and to Grade I on rendering service of a further period of six years in Grade II.

Disparities in scales of pay

55.53 Our attention has been drawn to the disparities in the scales of pay of drivers of motor vehicles in the Ministries of the Government of India and in the subordinate offices. Considering the fact that the duties and responsibilities of drivers in the Secretariat and subordinate offices are identical and that drivers in the Secretariat are, in any case, adequately compensated by the payment of overtime allowance for duties performed beyond normal working hours, any difference in the scales of pay of these two categories would be invidious and unjustified. In our view, when the job content and functional responsibilities are similar, persons holding identical posts should not be treated differently in regard to their remuneration merely because they belong to different departments or organisations. **Having due regard to the cardinal principle of "equal pay for equal work", we recommend that the distinction in scales of pay of drivers, wherever it exists, should be removed and drivers in the Secretariat as well as the subordinate offices should be placed, on their initial entry, in the replacement scale corresponding to the scale of pay of Rs.950-1500.**

Multi-skilling

55.54 We are further of the view that there is, prima facie, no justification for drivers of heavy motor vehicles being placed in a higher scale of pay. **We would, therefore, reiterate the recommendation of the Fourth CPC and prescribe a uniform initial replacement scale corresponding to Rs.950-1500 for drivers of heavy as well as light motor vehicles. In fact, in the context of the concept of multi-skilling advocated by us, it would be desirable to insist on the possession of valid licences for driving two and three-wheelers, light vehicles and heavy vehicles as an essential qualification for initial recruitment of all drivers.** This would ensure their interchangeability and optimum utilisation. Where functional considerations justify certain categories of drivers being placed in higher scales of pay, they should be designated differently so that their distinctively higher functional responsibilities are easily discernible.

Promotion avenues

55.55 We have been informed that the promotion scheme introduced by the Department of Personnel and Training in November 1993 has not benefited Staff Car Drivers in the smaller subordinate offices who are presently in the lower scale of pay of Rs.950-1400. Besides, these offices have only one or two staff cars and consequently a limited number of posts of drivers. No doubt, where the cadre of drivers is too small to enable creation of posts in higher grades based on the

prescribed percentages, the Department of Personnel and Training themselves have permitted the clubbing of similar cadres in different offices and units and operating a single cadre on a nodal basis. We, however, understand that this has not been possible in all offices. The scheme has also failed to make any significant impact even in larger offices because creation of posts of drivers in the higher scales of pay is to be restricted only to the extent of the prescribed percentages and adequate vacancies are not always available to accommodate all those fulfilling the eligibility criteria.

Our recommendations

55.56 The introduction of the three-tier structure for the Staff Car Drivers is certainly a welcome step. Given, however, the inherent limitations of the present promotion scheme, it may not be quite appropriate to restrict the number of posts in the higher two scales of pay on the basis of certain pre-determined percentages. **Promotions of all drivers should instead be on a time-bound basis not linked to the actual availability of vacancies. This objective should be achieved by the introduction of the Assured Career Progression Scheme. Based on our recommendations on rationalisation of scales of pay, the three replacement pay scales will correspond to the existing scales of pay of Rs.950-1500 (Ordinary Grade), Rs.1320-2040 (Grade II) and Rs.1400-2300 (Grade I), the benefits of which will accrue to individual drivers completing the period of residency separately recommended by us in the chapter on "Promotion Policy". Certain categories of drivers already having been appointed in a scale of pay higher than the initial entry scale of Rs.950-1500, and having the opportunity of promotion to Rs.1400-2300, an additional scale corresponding to Rs.1600-2660 may also be separately introduced for them to provide the financial benefits of a second promotion under the Assured Career Progression Scheme. All fresh recruitment of drivers of motor vehicles will, however, be made henceforth only in the replacement scale of pay corresponding to the scale of pay of Rs.950-1500.**

Supervisory posts

55.57 Associations representing motor vehicle drivers have also urged the creation of supervisory posts in the cadre and the provision of a channel of promotion to the ministerial cadre by reserving 5 per cent of the posts of Lower Division Clerk for promotion of drivers fulfilling the prescribed eligibility criteria. **Supervisory posts in the cadre of drivers should not be created as a matter of course merely to provide further avenues of career advancement but only if this is justified strictly on functional considerations. We are also not in favour of providing a channel of promotion to the ministerial cadre for the drivers having regard to the likely adverse repercussions on the prospects of personnel specifically recruited to the clerical cadre.**

Editorial & Publication Staff

Present grades

55.58 Editorial and Publication staff is sanctioned in various Ministries/Departments of Govt.of India. The details of posts are shown in Annex 55.2. A perusal of the nomenclature and pay scales reveal that in a majority of offices, the Editorial and Publication staff have a common grade structure and scales of pay as under -

Chief Editor	Rs.3700-5000
Editor	Rs.3000-4500
Asstt. Editor	Rs.2000-3500
Sub Editor	Rs.1640-2900, Rs.1400-2600 Rs.1400-2300

Except the Publication Division, which has a large cadre of editorial staff, all such posts in other Departments are isolated posts. Similarly, publication staff also have a common pay structure in various offices, though with different nomenclature of posts as under:-

a)	Publication Asstt./Research Asstt.(Publication)/ Sr.Tech.Asstt/Supdt.(Publication).	Rs.1640-2900
b)	Technical Asstt./Jr.Tech.Asstt. (Publication)	Rs.1400-2300

Proposed grades

55.59 **We recommend that the grade structure of Editorial staff may be rationalised as under:**

Chief Editor	**Rs.3700-5000**
Editor Gd.I	**Rs.3000-4500**
Editor Gd.II	**Rs.2200-4000**
Asstt.Editor	**Rs.2000-3500**
Sub Editor	**Rs.1640-2900 (DR with bachelor's degree in arts or social sciences and diploma in Journalism).**

Publication Staff

55.60 In so far as Publication staff is concerned, **it is suggested that they be merged with the ministerial cadre with corresponding rank and scales of pay as the task being performed by them is essentially non-specialised, non-technical and ministerial in nature.** The proposed designations and their scales of pay are indicated in the Annex 55.3.

Upgradation of Sr. Technical Assistant

55.61 Sr.Technical Assistant in the Directorate of Adult Education, Ministry of Human Resource Development, in the pay scale of Rs.1400-2300, have demanded pay scale of Rs. 2200-4000 on the ground that the essential qualifications required for the post are a Masters' degree in Arts or Social Sciences and 3 years experience of writing, editing and production of educational material in the field of Adult/Non formal education for adults.

Our recommendations

55.62 Keeping in view the recruitment qualifications and experience required for the post, **we recommend that the pay scale of Sr. Tech. Asstt.(P) in Ministry of HRD should be revised from Rs. 1400-2300 to Rs. 1640-2900.**

Upgradation of Director and Dy Economic and Statistical Adviser

55.63 The scale of pay of Director and Deputy Economic and Statistical Advisor(Editing) in the Directorate of Economics & Statistics, Ministry of Agriculture has been sought to be upgraded from Rs. 3000-5000 to Rs. 3700-5000. The post of Director and Deputy Economic and Statistical Advisor (Editing) is a supervisory post for Editor(English) and Editor (Hindi), who are in the scale of Rs. 3000-4500.

Our Recommendations

55.64 **We recommend that the post of Director and Deputy Economic and Statistical Advisor (Editing) be placed in the next higher grade of Rs.3700-5000.**

Electronic Data Processing Staff

Introduction

55.65 The **Fourth CPC** made a significant beginning in identifying Electronic Data Processing staff as a distinct category and highlighting the problems of diversity and disparity in their pay scales, designations and service conditions. The Sheshagiri Committee constituted on the recommendations of the Fourth CPC made further progress in delineating issues and made specific recommendations on reorganisation and rationalisation of EDP cadres. The instructions of the government issued after Sheshagiri Committee report streamlined EDP cadres in a number of organisations, although in some departments problems still need to be resolved.

Sheshagiri Committee recommendations

Important recommendations of **Sheshagiri Committee** are reproduced below:-

a) There is need for uniformity and standardization of grades for all organisations by rationalizing the large number of pay scales.

b) Flexible Complementing Scheme(FCS) or other review promotion methods may be considered to remove stagnation, taking into account the total service span of nearly 33 years.

c) All Key Punch Operators(KPOs)/Data Entry Operators(DEOs) should be classified as Data Entry Operators with following 5 pay scales on the pattern of those in the Ministry of Railways:-

DEO-A	Rs 1350-2200	55%
DEO-B	Rs 1400-2300	30%
DEO-C	Rs 1600-2660	10%
DEO-D	Rs.2000-3200	5%
DEO-E	Rs.2375-3500	SelectionGrade

The suggested qualifications are graduation for entry at the level of DEO-A. Non-graduates to be placed in the grade Rs 1150-1500 or Rs.1320-2040 called DEO-AA

Review Promotion from DEO-AA to DEO-A after 6 years.
Review Promotion from DEO-A to DEO-B after 6 years.
Review Promotion from DEO-B to DEO-C after 5 years.
Review Promotion from DEO-C to DEO-D after 5 years.
Review Promotion from DEO-D to DEO-E after 5 years.

d) The category of Data Processing Assistants, Programmers, etc may be governed by the FCS in S&T departments like Space, Atomic Energy, etc., with the following scales of pay.

Data Processing Assistant-A	Rs.1640-2900	Graduates with Diploma in Programming.
Data Processing Assistant-B	Rs.2000-3200	By promotion after 5 years.
Programmer	Rs.2375-3500	(i) 50% by promotion after 5 years. (ii) 50% by recruitment B.Tech/Master's degree with 3 degree with 3 years' experience/Bachelor's Degree with 5 years experience.
Senior Programmer	Rs.3000-4500	By Promotion after 8 years

For departments/organisations not governed by Science & Technology personnel policy, an alternate to review duration specified above, is to fix the posts in the ratio 6:4:2:1. Also limited FCS as a remedy to stagnation is recommended; once in a lifetime to an individual.

e) Systems Analysts and above are much in demand not only in the country but also abroad. Suitable pay scales with an attractive career span have to be devised to attract merited people and retain them. FCS with pay scales as given below are recommended. In departments where FCS is not in operation, in lieu of the review duration, the number of posts in the first four grades may be fixed in the ratio 6:4:2:1:-



Systems Analyst	Rs.2200-4000	Direct recruitment: B.Tech/MCA, 10% by promotion from Programmer grade after 2 years.
Senior Systems Analyst	Rs.3000-4500	Director recuitment Ph.D. (Electronics/ Computer Science/ Physics), M.Tech + 3 years experience, M.C.A. + 4 years experience, B.Tech. + 5 years experience; Review promotion after 4 years as SA
Principal Systems Analyst	Rs.3700-4500	Direct Recruitment. Ph.D. + 3 years experience; M.Tech + 5 years experience; M.C.A. + 7 years experience; B.Tech + 8 years experience. Review promotion after 4 years as SSA.
Director	Rs.4500-5700	Direct Recruitment. Ph.D. + 6 years experience,

		M.Tech + 8 years experience; MCA + 11 years experience; B.Tech + 11 years experience Review promotion after 4 years as PSA.
Senior Director	Rs.5100-6300	Direct Recruitment. Ph.D + 9 years experience. M.Tech + 11 years experience; MCA + 13 years experience; B.Tech + 14 years experience. Review promotion after 5 years as Director.
Principal Director	Rs.5900-6700	Promotion by selection from Senior Director. Eligibility after 5 years in the previous grade.

f) A modernisation allowance of Rs.100 p.m. may be given to those non-EDP staff/officers who operate EDP equipment and terminals or do programming for more than 1/3rd of their time.

g) Other general recommendations were:

i) Existing staff engaged in EDP work may be trained to upgrade their work.

ii) Annual Confidential Report (ACR) form of EDP personnel should be revised to reflect the nature of job done.

iii) ACR form of all Group 'A', 'B' and 'C' officers and staff should have a clause "Contribution to the modernization/ Computerisation upgradation in his/her work."

iv) Data processing work of a sensitive nature should be done preferably within government.

v) In order to attract suitable persons working in the field to perform EDP functions, special pay, if any, admissible in the field may also be allowed to be carried to the posts involving EDP functions, as in Police organisations.

vi) If there are upto 20 persons in a department doing EDP work (excluding the category of DEOs and non-graduates in any category) such persons may be taken over by NIC in its cadre for purpose of promotion after screening by a duly constituted committee of NIC.

Existing grades

55.66 According to the existing orders, two entry grades viz. Rs.1150-1500 (Data Entry Operator Grade 'A')for candidates with Higher Secondary/10+2 and knowledge of data entry work and Rs.1350-2200 (Data Entry Operator Grade 'B') for Graduates with knowledge of data entry work have been provided. The orders provide five-grade structure viz. Rs.1150-1500, Rs.1350-2200, Rs.1400-2300, Rs.1600-2660 and Rs.2000-3500 for Data Entry Operators.

55.67 Following grades have been provided in Data Processing and Programming streams:-

-	Data Processing Assistant Grade 'A'	Rs.1600-2660
-	Data Processing Assistant Grade 'B'	Rs.2000-3200
-	Programmer	Rs.2375-3500
	Senior Programmer	Rs.3000-4500

Sheshagiri Committee recommendations not accepted by the Government

Data Processing Assistants have avenue of promotion to the posts of Programmer.

55.68 Following recommendations of the Sheshagiri Committee were not accepted by the Government:-

(i) Introduction of full/limited Flexible Complementing Scheme promotions on in-situ basis as in the case of Scientists.

(ii) Pay structure of the posts of Systems Analyst and above; and

(iii) Grant of Special Pay in the form of modernization allowance to the staff and officers operating EDP equipment and terminals.

The Government did not agree with the above recommendations on following considerations:

(I) The contents of EDP job in most of the Departments is of repetitive and non-scientific nature. In principle, the promotions in Central Government are linked to availability of posts at higher level and posts at different levels are based on functional requirements. Accordingly, introduction of flexible complementing scheme would have been against the principle of linkage of the promotions to functional requirements/justification.

(ii) So far as posts at the level of Systems Analyst and above are concerned, it was felt that the scales of pay for these posts should be decided on merits in each case, viz. keeping in view the size of the organisation, the need of the organisation and other relevant factors; and

(iii) EDP equipment and terminals are modern aids. These aids ease the working conditions and help in optimum output. The Government Staff/Officers are required to adopt modern aids in the course of natural performance of their duties. It is not desirable to sanction special pay to acquaint the Government Staff/Officers with modern aids or for adopting these aids. Any exception in case of EDP equipment could lead to similar demands for working on electronic typewriters or other modern aids.

The modern age

55.69 Science and Technology have made tremendous strides during later half of the 20th century. The future development of human society is destined to be technology driven. Information Technology in particular, is revolutionising the productivity and efficiency of the organisations. Today we find digital technology pervading each and every sphere of our life The government and its organisations would soon be overtaken by events if the future is not

anticipated and pre-emptive action taken in developing/training manpower to take up the challenge posed by the Information Technology (IT). While the Government would need to delve into advanced areas of IT for crucial regulatory and development functions, we have not even reached the stage where timely, correct and structured information is available to decision-makers in the Government. We are still tinkering with mere data entry/processing and rudimantary Management Information System (MIS). We have tried to appreciate the problems and issues pertaining to EDP personnel in this context.

Recruitment Qualifications of EDP staff

55.70 The recruitment qualifications generally obtaining in different departments for EDP staff are summarised below:-

S.No.	Designation	Pay Scale (Rs.)	Recruitment Qualifications
1.	Data Entry Operator Gr.'A'	1150-1500	10 + 2 + Speed of 8000 key depressions per hour for Data Entry work
2.	Data Entry Operator Gr.'B'/ Console Operator	1350-2200	Graduation + Aptitude Test(Railways) OR Diploma/Certificate in Computer Application/ Programming etc. + Speed of 8000 depressions per hour.
3.	Data Entry Operator Gr.'C'	1400-2300	Promotion
4.	Data Entry Operator Gr.'D'/ Data Processing Assistant 'A'	1600-2660	Degree + Diploma/Certificate in Computer Applications. (part Direct Recruitment)
5.	Data Processing Asstt Gr.'B'/ Senior Console Operator/ Scientific Asstt. 'B'	2000-3200	Degree in Computer Science/Computer Engineering or Masters Degree in Computer Application or Masters in Stat/Maths etc. + 2 years or Degree in Maths + 4 years. (part Direct Recruitment)
6. (I)	Assistant Programmer/ Console Suptdt/Scientific	2375-3500 2375-3750	Degree in Compter Science/ Degree in Computer Science/Computer
(ii)	Programmer/Systems Analyst	2375-3750	Engg./MCA etc. + 3 years experience in data processing.

In NATIONAL INFORMATICS CENTRE (NIC) the Programmers/Scientists are recruited in Group 'A' pay scale of Rs.2200-4000 with Master's degree in Engineering/Technology with Computer or Electronics specialisation; or Master's degree in Science/Mathematics/Economics/ Statistic/ Operations research/Management with Postgraduate diploma or equivalent in Computer Science, or Bachelor'sDegree in Engineering/ Technology with Computer or Electronics specialization, or equivalent and 60% marks in aggregate.

Distribution of EDP Staff in Central Government Departments/Ministries

Department/Organisation	Data Entry Operators/Data Processors/Console Operators							Programmers/System Analyst/ EDP Managers/Scientists					Scientists(NIC)			Total
	A		B	C	D		E	F					G	DDG	Dir	
	1150-1500	1200-2040	1350-2200	1400-2300/ 1400-2600	1600-2660	1640-2900	2000-3200	2375-3500	2200-4000	3000-4500	3700-5000	4500-5700	5100-6300	5900-6700	8000 (fixed)	
Deptt. of Agriculture & Cooperation	9		7	1	1											18
Dte of Economics & Statistics	23		30	8	8		6									75
Ministry of Environment & Forests	7		3		1				1	1						13
Central Board of Direct Taxes	409		268	35	83		54		73	26	5					953
Deptt. of Family Welfare	4	1				4	2		1							12
Border Security Force				5		1			1			1				8
Intelligence Bureau			23			31	17		3	3	1					78
National Crime Records Bureau	36		19	6	62		41									164
Census Commissioner & RGI	288		1152	255	24	72			17	14	4			1		1827
Dte of Advrtising & Visual Publicity			1		2		1									
Ministry of Railways			418	215	137		141	99	47	47	(57)					1161
National Informatics Centre			20	377	41		888	694	655	206	101	30	9	2	1	3024
Ministry of Labour		45		7		6			4	3	1					66
Defence Establishments	652	05	696	372	265	-	153	63	1	1	-					2208
Indian Audit and Accounts Department	809		250		145		84	63								1351
National Capital Territory of Delhi	16	17	21	8		11			4	1	1					79
Union Public Service Commission						5	3		11	5	4		1			29
Central Vigilance Commission				1												1
Department of Atomic Energy	18		5													23
Department of Expenditure	47		12	6												65
Ministry of Food Processing Industries				1			3	1								5
Department of Economic Affairs			16	4		2	1			1						24
Department of Supply						2	2		1							5
Ministry of Civil Supplies, Consumer Affairs and Public Distribution									3							3
Department of Civil Aviation						4	4									8
Department of Tourism	3		2	1	7		3	1								17
Fishery Survey of India				1												1
Dte of Plant Protection, Quarantine & Storage					1											1
Central Water Commission			8		2											10
Indo-Tibetan Border Police				2						1						3
Sardar Vallabhai Patel National Police Academy						1										1
Inter-State Council										2						2
Ministry of Home Affairs										1						1
Department of Official Language				2			4			1						7
Department of Education	4							4								8
Department of Industrial Development	6		3					2	1	1						13
Bureau of Industrial Costs and Prices					2	2				2	2					8
Dte Gen. of Patents, Designs & Trade Marks	2							1	1							4
Deptt. of Small Scale Ind. & Agro Rural Industries	2							1	1							4
All India Radio		8														8
Director General of Mines Safety					2			1		1						4
Ministry of Power			21							3						24
Department of Rural Development	3		2		1				1							7
Department of Science and Technology	4															4
Ministry of Surface Transport					3				1			1				5
Textile Commissioner, Bombay		14		2		2										18
National Building Organisation					2											2
Total	2342	90	2977	1309	789	143	1407	930	827	320	177	31	11	2	1	11356

Note.- Besides the above, there are about 22 employees working in the Office of Textile Commissioner, Bombay, BSF and Ministry of Labour: in the pay scale of Rs.950-1500 3 employees in the pay scale of Rs.975-1500, are working in Indo-Tibetan Border Police and 46 employees in the pay scale of Rs.975-1660 in Intelligence Bureau.

Pay Scales recommended

55.71 We are aware of the fact that trained EDP personnel are much in demand within the country as well as abroad. Keeping in view the existing recruitment qualifications prescribed for various levels of posts for EDP personnel, we consider that there is a need for improving the remuneration of EDP/Computer professionals. Accordingly, **we recommend the following general pay structure:-**

Designation	Pay Scales (Rs.) Existing	Recommended
Data Entry Operator Grade 'A'	1150-1500	1320-2040 (*)
Data Entry Operator Grade 'B'/ Console Operator	1350-2200	1400-2300 ($)
Data Entry Operator Grade 'C'	1400-2300	1600-2660
Data Entry Operator Grade 'D'/ Junior Console Operator/ Data Processing Assistant 'A'/ Scientific Assistant 'A'	1600-2660	1640-2900
Data Processing Assistant/ Superintendent/Senior Console Operator/Scientific Assistant 'B'	2000-3200	2000-3500
Asstt. Programmer/ Console Superintendent Scientific Officer 'B'	2375-3500	2375-3750
Programmer/System Analyst	2375-3750	2500-4000
Programmer/Scientist 'C'	2200-4000 |	
Sr. System Analyst/Scientist 'D'	3000-4500 |	
Computer Manager/Sr. EDP Manager/ Scientist 'E'	700-5000 |	No change proposed in Group 'A' Scales of Pay
Scientist 'F'	4500-5700 |	
Scientist 'G'	5100-6300 |	
Deputy Director General	5900-6700 |	
Director General	8000 |	

(*) The recruitment qualification for this post being 10+2 and 8000 key depressions per hour for data entry work, the pay scale of Rs.1320-2040 would be justified in view of ordinary matriculates being granted the lower pay scale of Rs.950-1500. The pay scale of Rs.1150-1500 presently available to DEO Grade 'A' is also proposed to be abolished in the proposed general pay structure.

($) In some organisations DEO Grade 'B' is the initial pay scale for Data Entry Operators. The recruitment qualification in such organisations for the post of DEO Grade 'B' is graduation + Aptitude Test or Diploma/Certificate in Computer Application/Programming + Speed of 8000 depressions per hour. The proposed pay scale of Rs.1400-2300 is, therefore, justified in the light of general principles being proposed by us for revised pay structure.

Need for an Organised Group 'A' Service

55.72 On the threshold of the 21st Century, we have entered an 'Information Age' The computer programmers alongwith engineers, scientists, accountants, entertainers, lawyers, etc., constitute the new knowledge sector The Information Technology tide will not wait for anyone The Western countries and their powerful multinational corporations are already talking of 'managing' the information society The speed with which digital technology is moving is mind boggling We can no longer be talking of rudimentary data processing or Management' Information Systems. The new concepts like decision support systems, expert systems and corporate-wise information infrastructure(CII) are being coined The CII includes more than just physical facilities used to transmit, store, process and display voice, data and images and encompasses a wide range of ever expanding array of equipment including cameras, scanners, key boards, telephones, fax machines, computers, switches, CDs, video and audio tapes, cable, wire satellites, optical fibre cables, microwave nets, televisions, monitors, printers and much more One would need to anticipate the future and build foundations to survive in an information age. The government of the country will need to regulate and function in a future digitised society. We missed the first Industrial Revolution but cannot afford to miss the second Technological Revolution

Central Information Service

55.73 **We need to create an organised central Group 'A' service for computer professionals. The numbers are viable. We accordingly recommend creation of a Central Informatics Service(Group 'A') subject to following :-**

i) **a)** **All Group 'A' EDP posts, which are approximately 1,350 in number, need not be included in the proposed organised service. This is essential since officers from different organised services in Departments of Railways, Defence, Audit and Accounts, etc., would be required to man some of these posts. We feel that departmental officers as well as EDP professionals would need to co-exist for development and maintenance of systems.**

b) **Recruitment policy and procedure would need to be decided whether through UPSC or otherwise through National Informatics Centre.**

ii) **The recruitment to the proposed Central Informatics Service should not be done through the Combined Civil Services Examination or Combined Engineering Services Examination.**

iii) **The feeder services and posts for the proposed organised Group 'A' service would be earmarked on the same lines as for Indian Economic Service and Indian Statistical Service.**

EDP Secretariat Service

55.74 We considered the demand of the non-gazetted EDP personnel for creation of an organised EDP Secretariat Service on the pattern of Central Secretariat Service We are of the view that with the spread of computer literacy and increasing automation in government offices all the government employees in future would be working with the help of personal computers computers In this future scenario there would be no need to maintain a cadre of Data Entry Operators or EDP staff doing rudimentary data processing work The introduction of

user-friendly office automation software requiring very minimal programming would further obviate the need for maintaining non-gazetted EDP cadres for routine work **We, therefore, consider that the proposed creation of an EDP Secretariat Service is neither feasible nor justified.**

Flexible Complementing Scheme (FCS)

55.75 It has been claimed that computer professionals in Science & Technology (S&T) institutions like Departments of Atomic Energy, Electronics, National Informatics Centre(NIC), Defence Research and Development Organisation (DRDO), etc., are involved in Research &Development(R&D) activities In NIC, for instance, they are involved in advanced information technology areas such as data bases, net working, multi-media, Computer Aided Design (CAD)/Computer Aided Manufacture(CAM) etc. The services provided by NIC include development of application software packages, systems software, data base systems, distributed data bases, networking, electronic mail, access to international data bases, computer telematics software, office automation, text based management systems and training. We accept the contention that NIC has emerged as an agent of change in the Government by utilising science and technology developments in computer hardware, software and communication

55.76 **We recommend that the existing FCS (as proposed to be modified) be retained for Group 'A' computer professionals involved in R&D activities and advanced areas of information technology. It need not cover EDP personnel doing data entry work/console operations and routine programming or systems development in S&T departments/organisations. The Assured Career Progression Scheme proposed in general would cover such EDP personnel as well.**

Uniformity in Pay Scales

55.77 The EDP personnel have represented to us that there should be uniformity in the pay scales and promotion avenues between S&T organisations and non S&T organisations In order to remove disparity, the pay scales recommended by us above would be uniformally applicable for all EDP personnel employed in S&T and non S&T organisations. However, each organisation/department will have to assess its functional needs and provide for posts accordingly. The entire complement of EDP cadre need not be provided if the work-load does not justify the same

Non implementation of pay scales recommended by Sheshagiri Committee and agreed to by the Government

55.78 Some Associations and individuals have represented to us that the pay scales recommended by Seshagiri Committee and approved by the Government have not been implemented in certain Ministries/Departments The functional needs of different organisations/departments for EDP personnel would vary in accordance with the quantum and nature of work. As pointed out by us earlier, the full complement of an EDP cadre as recommended by Sheshagiri Committee is not required in a large number of departments/organisations In fact, the recommendations of this Committee envisaged that the Ministries/Departments having EDP posts would review the designations, pay scales and recruitment qualifications of posts and revise these in consultation with their Financial Advisers It was also clarified that this review would be made only with reference to existing EDP posts and it might not be necessary to create all the grades in all Ministries/Departments The pay scales, designations and recruitment qualifications proposed above would bring a fair degree of uniformity in this respect

Demand for Allowances, PC loan, etc

55.79 **Our recommendations in regard to the demand for grant of certain allowances are as under:-**

The Government must provide requisite safeguards like anti-glare screens on Video Display Units (VDUs), ergonomically suitable furniture etc., in all EDP centres. We do not consider health hazard/risk allowance or any health insurance scheme in this regard to be justified.

Knowledge updation for computer professionals/information technologists is absolutely essential if they have to survive in this sector. This should be encouraged. **A reasonable monthly allowance for subscription of two journals/magazines is proposed to be granted to Programmers/System Analysts/EDP Managers and other higher level IT professionals. This monthly allowance is recommended to be fixed at the same rates as granted to officers of Central Ministries for newspapers/magazines.**

We do not consider the demands for woollen garment allowance and non-practising allowance as justified.

The provision of PC loan for employees in general recommended by us would be applicable for EDP employees as well. The amount of this loan has been proposed to be enhanced to Rs.1 lakh.

The recommendation in respect of transport allowance for employees in general would be applicable to EDP employees as well.

Incentives for acquiring additional qualifications

55.80 The EDP personnel have demanded grant of incentives in the form of additional increments for acquiring additional qualifications in their field. In accordance with the general scheme recommended by us, we recommend grant of one-time lump-sum incentive, as indicated below:-

Category	Additional Qualification *	Amount of Incentive Grant(Rs.)
Data Entry Operator/ Data Processors	(i) Diploma/Certificate course in a Relational Data Base Management System, 4 GL Package or in any other system being used in their Department from a reputable institution like CMC, NIIT, etc.	4,000
	(ii) Masters of Computer Applications from a recognised university	6,000
Programmers/Console Operators/Systems Analysts	Ph.D(Electronics/Computer Science/Physics), M Tech., M C A., B Tech. (except those for whom any of these prescribed as essential recruitment qualification)	10,000
Higher Level IT Professionals in organisations like NIC, Deptt of Atomic Energy, Deptt of Electronics, etc	Ph D or equivalent in advanced areas of Software/Hardware/ Communication Technology (which is not prescribed for recruitment)	15,000

* The list of courses is illustrative and not exhaustive Individual departments may prescribe courses useful for their work

Conditions for grant of lump-sum incentive:-

i) Incentive to be granted only once.

ii) An individual not to get incentive for acquiring more than one qualification throughout his service.
career

iii) Those who acquire higher qualifications by taking study leave would not be eligible for incentive.

iv) Only those who acquire higher qualifications at their own cost would be entitled for lump-sum
incentive.

v) Incentive to be given for higher qualification acquired after induction into service and not for possession of this qualification at an entry stage

vi) No incentive if an appointment made in relaxation of the educational qualification.

vii) Those who avail of the incentive should remain in service for a period of 3 years after getting the payment.

National Informatics Centre (NIC)

Functions

55.81 The National Informatics Centre(NIC) was set up in 1973 under the Department of Electronics as an S&T Organisation. In 1988, it was made part of the Planning Commission. The main functions of the organisation are:-

a) To provide computer support to Central and State Government Departments relating to the areas of hardware, software system designs and data bases.

b) To promote computer literacy and computer usage throughout the country, including State Governments.

c) To assist Central and State Government Departments individually in the matter of computerisation of administrative and operative functions.

d) To train computer users in Central and State Government organisations in the fields of networking, electronic mail, CAD and office automation, including data processing.

Existing Organisational Structure

First Level		Second Level		Top Level	
Category	Pay Scale (Rs.)	Category	Pay Scale (Rs.)	Category	Pay Scale (Rs.)
Tradesman 'A'	1150-1500	Scientific Assistant	1600-2660	Scientist 'SC'	2200-4000
Tradesman 'B'	1320-2040	Scientific Assistant 'B'	2000-3200	Scientist 'SD'	3000-4500
Tradesman 'C'	1400-2300	Scientific Officer 'SB'	2375-3500	Scientist 'SE'	3700-5000
Tradesman 'D'	1600-2660			Scientist 'SF'	4500-5700
Tradesman 'E'	2000-3500			Scientist 'SG'	5100-6300
				Deputy Director General	5900-6700
				Special Secretary/ Director General, NIC	8000(fixed)

The entry level for Tradesman 'A' is matriculation.

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Tradesmen

55.82 The Tradesmen have represented to us that the designations assigned to them are not appropriate as they deal with highly advanced and sophisticated information technology. They have demanded change of designation to "Informatic Assistant or Informatic Officer".

Our recommendations

55.83 **We recommend that the designation of Tradesman be changed to Data Entry Operator and the payscales recommended for Data Entry Operators in general be applied to Tradesmen to bring uniformity in all departments as mentioned below:-**

Designation	Pay Scale (Rs.) Existing	Pay Scale (Rs.) Proposed	Proposed Revised Designation
Tradesman 'A'	1150-1500	1320-2040	Data Entry Operator Grade 'A'
Tradesman 'B'	1320-2040	1400-2300	Data Entry Operator Grade 'B'
Tradesman 'C'	1400-2300	1600-2660	Data Entry Operator Grade 'C'
Tradesman 'D'	1600-2660	1640-2900	Data Entry Operator Grade 'D'/Data Processing Assistant
Tradesman 'E'	2000-3200	2000-3500	Data Entry Operator Grade 'E'/Data Processing Assistant

Promotion Avenues

55.84 The essential qualification prescribed for the post of Tradesman 'A' (Rs.1150-1500) is Matriculation and promotion avenue is available upto the level of Tradesman 'E' (Rs.2000-3500) in a period of about 15 years. The tradesmen have represented to us that having reached the level of Tradesman 'E' they stagnate without any further promotion avenue. The Tradesmen have suggested following for our consideration:-

> Fifty percent posts in the discipline of programming should be earmarked for Tradesmen - 25% to be filled by seniority-cum-fitness and balance 25 % by selection of meritorious candidates. The entry level qualification should also be raised to the level of graduation instead of matriculation with two years' experience in the computer field. This should be done by changing recruitment rules for the post of programmer which stipulate that all posts should be filled only by direct recruitment

Our recommendations

55.85 Tradesman 'A' has promotion avenues upto level 'E' in a period of 15 years which is adequate. **We recommend that candidates with Graduation with aptitude test or certificate in computer applications having speed of 8000 key depressions per hour be recruited to the post of DEO Grade 'B'. We further recommend that certain percentage of posts in programming stream may be made available to directly recruited graduate DEOs Grade 'B' with candidates chosen on selection basis.**

Ministry of Railways

Introduction

55.86 The EDP centre in Railways has four cells viz. Data Entry Cell, Console Cell, Input and Output Cell and Administrative Cell. In Data Entry Cell, the entry grade is Rs.1350-2200 and the essential recruitment qualification is graduation with the speed of 8000 key depressions per hour or a Diploma Certificate in Computer Applications/Programming and the candidates are selected through an aptitude test

Higher initial pay scale

55.87 The Data Entry Operators Grade 'B' have represented to us that the entry grade of Rs.1350-2200 for Graduates/Engineering Diploma holders is inadequate. **The pay scale of the post has been improved to Rs.1400-2300 under the general recommendations on the pay structure of EDP staff. We consider it adequate.**

Number of grades

55.88 The EDP staff in Railways have demanded reduction of 5 grade structure to 3 or 4 at par with Technical Supervisors or Traffic Inspectors in Railways. We consider that this comparison is not relevant or valid.

Creation of Cadre in Division Workshops/Stores /Passenger Reservation System Units (PRS)

55.89 The Railway EDP personnel have represented to us that the posts in Divisional Railways, Workshops, Stores department and Passenger Reservation System (PRS) Centres are ex-cadre posts and as such they are deprived of their promotions to Group 'B' posts in Zonal Centres. They have demanded formation of cadres for EDP staff in these centres, a separate department, uniform pay scales and designations as in Zonal Railway centres and introduction of Science and Technology policy for them.

55.90 The Ministry of Railways has informed us that a decision was taken to encadre EDP posts at Headquarters of Zonal Railways in 1993, whereas in Workshops, Stores Department and Divisions, it was not found feasible.

55.91 **We consider that the demand for a separate EDP department is premature. Group 'A' EDP posts in Zonal Railway Headquarters and Production Units are, at present, manned by officers of organised Group 'A' Railway Services. This arrangement is satisfactory. We understand that the Railway Administration has commissioned RITES for examining options for replacement of existing computer systems. Restructuring of 'EDP organisation' may become inevitable after upgradation/replacement of present 3rd generation computer systems. We expect the Railway Administration to review the position periodically.**

55.92 **The demand for introduction of S&T policy is an euphemism for introduction of Flexible Complementing Scheme of promotions. We have already made our recommendations in this regard.**

Merger of Console and Programming Streams

55.93 The Console Operators have informed us that they are supposed to have adequate programming knowledge to tackle unexpected software problems during processing of jobs. Most of the Console Operators are sponsored by the Railway Administration for training in programming languages. They have suggested merger of console and programming streams. The Ministry of Railways has endorsed this suggestion. **We recommend the merger of Console and Programming Streams since this would improve the feeder cadre availability for the posts of Assistant Programmers.**

Console Superintendent & Change of Designations of EDP Staff

55.94 It has been suggested that the post of Console Superintendent presently in the pay scale of Rs.2375-3500 be classified as Group 'B' Gazetted and re-designated as Assistant Systems Manager. **We have recommended the pay scale of Rs.2375-3750 for Console Superintendents in present terms. The present designation assigned is appropriate and we do not recommend any change. Further, our recommendation on revised classification of Central Government employees in general would cover Console Superintendents as**

well.

Department of Statistics, Central Statistical Organisation (CSO)

DEOs

93.95 The non-ministerial staff consisting of Junior and Senior Computers have represented to us that their posts have been declared as EDP posts and placed in the three pay scales of Rs.950-1500 (Junior Computers), Rs.1150-1500 (DEO Grade 'A') and Rs.1350-2200 (DEO Grade 'B'). They have demanded that all the three categories of posts be merged and placed in one scale of Rs.1350-2200 on the plea that in Railways entry grade of DEO is Rs.1350-2200. We find that the recruitment qualification for entry grade in CSO is Matriculation while in Railways it is Graduation. The comparison, therefore, is not valid.

Latest Government Orders

55.96 The Department of Statistics has informed us that they have revised the pay scales and designations of EDP posts in Industrial Statistics Wing of CSO in July 1990 in pursuance of Government orders as shown below:-

Previous Designation	Previous pay scale (Rs.)	Present Designation	Present Pay scale (Rs.)
Computer(Junior Scale)	950-1500 + Spl pay of Rs.40	Data Entry Operator Gr.'A'	1150-1500
Computer (Senior Scale)	1200-2040	Data Entry Operator Gr.'B'	1350-2200
Junior Investigator/Console Operator/Data Processing Librarian	1400-2300	Data Processing Assistant	1600-2660
Sr. Investigator	1640-2900	Sr. Data Processing Assistant	2000-3200

Our recommendations

55.97 As the Department of Statistics has already rationalised the designations and pay scales, no further recommendation is necessary. **We recommend the replacement pay scales proposed in general be granted to EDP staff in CSO (I.S. Wing).**

National Sample Survey Organisation

55.98 The National Sample Survey Employees Association have represented to us that in 1976, three categories of employees designated as Computer, Machine Operator and Key Punch Operator were merged into a single multi-functional category known as Data Processing Assistant. They have alleged that the Department of Statistics, while implementing the recommendations of the Seshagiri Committee, arbitrarily changed the designation of Data Processing Assistant' to DEO Grade 'B' in 1990, which has resulted in deterioration in their status. The Association has demanded that (i) the DEO Grade 'B' be redesignated as Data Processing Assistant Grade 'A' with the pay scale of Rs.1600-2660, (ii) The Data Processing Assistant in the pay scale of Rs.1600-2660 be redesignated as Data Processing Assistant Grade 'B' with the pay scale of Rs.1640-2900 and (iii) Senior Data Processing Assistant (Rs.2000-3200) be re-designated as Assistant Programmer in the same pay scale.

Latest Government orders

55.99 The Department of Statistics has informed us that the designations and pay scales of EDP posts have been rationalised as per the orders of the Ministry of Finance and after implementation of the orders the employees have derived benefit, as indicated below:-

Designation and Pay Scale existing before rationalisation	Revised Designation and Pay Scale after implementation of orders
Data Processing Assistant Rs.1200-2040	Data Entry Operator Grade 'B' Rs.1350-2200
Data Processing Supervisor Rs.1400-2300	Data Processing Assistant Rs.1600-2660
Superintendent Rs. 1640-2900	Senior Data Processing Assistant Rs.2000-3200

Our recommendations

Our observations are as under:-

I) Consequent on the rationalised designations and pay scales, no further recommendations are necessary.

ii) The EDP staff in NSSO would be governed by the general pay scales recommended by us.

CENSUS COMMISSIONER AND REGISTRAR GENERAL, INDIA, MINISTRY OF HOME AFFAIRS

Demand

55.100 The Director, EDP, in the Office of the Registrar General, India, has represented to us that the pay scale of the post should be upgraded from Rs.5100-6300 to Rs.5900-6700 at par with the pay scale of the posts of Director, Computer Centre in the Department of Statistics and Union Public Service Commission.

Official Views

55.101 The Registrar General, India has informed us that the post of Director (EDP) is being operated in the pay scale of Rs.5100-6300 on an ad-hoc basis. It would be desirable that the post be brought at par with those of Deputy Directors General of other wings in the pay scale of Rs.4500-5700 and be re-designated as Deputy Director General (EDP). We have also been informed that two posts of Additional Director (EDP), which have been recently created in the pay scale of Rs.4100-5300, are not being operated and are redundant.

Our recommendations

We recommend that:-

i) The redundant posts of Additional Director (EDP) be abolished; and

ii) The pay scale of the post of Director (EDP) be fixed at Rs.4500-5700 and be redesignated as Deputy Director General (EDP). The present incumbent may, however, retain his present scale as personal to him.

EDP Staff

55.102 The EDP staff have demanded (i) merger of DEO grade 'A' and 'B' on the plea that the duties and responsibilities of these posts are identical. (ii) implementation of five standard pay scales of EDP staff in RGI offices. (iii)

Upgradation of the pay scale of Junior Supervisor (Rs 1400-2300) to the pay scale of Rs 1600-2660 at par with similar post in NIC (iv) Re-designation of the post of Senior Supervisor (Rs 1640-2900) as DEO Grade 'D' and its classification as gazetted. (v) Availability of gazetted posts for promotion of EDP staff and (vi) introduction of Flexible Complementing Scheme(FCS)

Our recommendations

55.103 We have carefully examined the cadre structure of EDP staff in RGI offices. **Our recommendations are as under:-**

i) **We are of the considered view that number of pay scales are dependent on functional requirements. Redesignations be considered by the Department keeping in view our general recommendations and job profile of posts.**

ii) **In order to remove stagnation and improve the career prospects, the following pay structure is recommended in line with our general recommendations:-**

Designation	Pay Scale (Rs.)		No. of Posts
	Existing	Recommended	
Data Entry Operator Grade 'A'	**1150-1500**	**1320-2040**	**288**
Data Entry Operator Grade 'B'	**1350-2200**	**1400-2300**	**1152**
Junior Supervisor	**1400-2300**	**1600-2660**	**216**
Senior Supervisor	**1640-2900**	**1640-2900**	**72**
Data Processing Assistant-II	**1600-2660**	**1640-2900**	**12**
Data Processing Assistant-I	**New level**	**2000-3500**	**12**

iii) **As the routine EDP work cannot be considered scientific in nature, we are not in a position to accept the demand for coverage of EDP staff by Flexible Complementing Scheme.**

MINISTRY OF DEFENCE

Demands

55.104 The EDP staff in Defence establishments have made following submissions for our consideration:

The Ministry of Defence have not fully introduced the pay and grade structure for EDP posts prescribed by the Department of Electronics. Only DEO Grade 'A' and Grade 'B' have been introduced and that too in Directorate General Ordnance Factories (DGOF) and Defence Research and Development Organisation (DRDO) only

All Defence Establishments are utilising the services of clerical cadre and some supervisory staff for data entry operation and programming.

The entry grade for EDP staff i.e., DEO Gr 'A' should be upgraded from Rs 1150-1500 to Rs 1350-2200 as prevailing in

Our recommendations

55.105 We would again like to clarify that the pay scales prescribed by Sheshagiri Committee and endorsed by the Government were to be granted only to the existing EDP posts in different Ministries/Departments. It was never envisaged that the full complement of EDP posts/pay scales would be created in all departments. The pay scales prescribed for different levels were to be implemented in respect of relevant posts available in the cadre. **The statistics obtained from the Ministry of Defence indicate that standard pay scales as recommended by Sheshagiri Committee are available for EDP posts.**

55.106 We also issued a circular to all Ministries/Departments requesting them to indicate the pay scales, recruitment qualifications, promotion channel, etc., of posts classified as EDP posts. It was clarified in the circular that staff working on Personal Computers in normal course but not identified/classified as 'EDP' need not be shown as EDP staff. In response some 31 organisations/departments have sent 'NIL' information. **The individual Ministries/Departments, therefore, must decide the applicability of EDP pay scales for EDP posts only. These pay scales need not be granted to staff not classified as 'EDP Staff'.**

55.107 As already explained, the recruitment qualifications for the posts of DEOs in the pay scales of Rs.1150-1500 (10+2) and Rs.1350-2200 (Graduation) are different. In Defence Establishments the recruitment qualifications for DEOs in the pay scale of Rs.1150-1500 is either Higher Secondary or 12th Standard pass. Individual organisations/departments need to decide the initial recruitment level based on their functional needs and workload. DEOs recruited as graduates are to be placed in the pay scale of Rs.1350-2200 (now proposed to be revised to Rs.1400-2300). The pay scale of Rs.1150-1500 has also been proposed to be replaced with Rs.1320-2040 in present terms.

Directorate General, Ordnance Factories (DGOF)

55.108 The Punch and Verifying-Operators of DGOF in the pay scales of Rs.950-1500 and Rs.1200-2040 have pleaded for grant of EDP pay scales and designations. The Ministry of Defence has informed us that the pay scales of Senior Punch and Verifying Operators and Punch and Verifying Operators have since been revised to Rs.1350-2200 and Rs.1150-1500 respectively with effect from 23.7.1992 and their designations have also been changed to Senior Data Entry Operator and Data Entry Operator respectively. **We suggest that the Ministry of Defence may adopt the standard designations and pay scales recommended by us.**

Heavy Alloys Penetration Project (HAPP)

55.109 The Junior Programmers and Planning Assistants who are in the pay scales of Rs.1200-2040 and Rs.950-1500 have represented to us that their posts were created to cater to the special needs of computerisation in the manufacturing process involving systems analysis and programming, rather than mere data entry work. Further, that the recruitment qualifications prescribed is a university degree with working experience in Programming (for Junior Programmer) and qualification in BASIC/WORDSTAR/DBASE-III (for Planning Assistant). They have demanded higher scales of pay commensurate to their functions and recruitment qualifications.

The Ordnance Factory Board has brought the following facts to our notice:-

HAPP was under the control of DRDO till 1990 when this unit was transferred to OFB The appointments of Junior Programmer (pay scale Rs.1200-2040) and Planning Assistants (pay scale Rs 950-1500) were made in 1989

The Junior Programmers and Planning Assistants in HAPP have no case for grant of pay scales higher than those of Senior DEO and DEO in Ordnance Factories, because their job responsibilities are similar to those of Data Entry Operators

Accordingly, the proposal for revision of pay scales and designations of Junior Programmer and Planning Assistant at par with Senior Data Entry Operator and Data Entry Operator respectively is under process in OFB.

In view of the facts above, **we recommend general replacement pay scales and designations for posts in HAPP proposed by us above.**

CENTRAL BOARD OF DIRECT TAXES/INCOME TAX DEPARTMENT/ DEPARTMENT OF CUSTOMS AND CENTRAL EXCISE

Working hours

55.110 The staff in these departments have raised issues on grant of pay scales recommended by Seshagiri Committee, time-bound promotions, cross-cadre promotions to the categories of Tax Assistant and Office Superintendent, merger of lowest two grades of DEOs and extra half-an hour work for EDP shift workers in CBDT/Income Tax Department compared to office staff in general. Most of these issues have been covered by our general recommendations made in this Chapter. We consider that EDP shift working need not be compared with normal office hours. **In our opinion no change in working hours is called for in EDP centres of the Income-tax Department.**

Creation of posts

55.111 The creation of posts is an administrative matter and must be decided by the Department keeping in view its functional requirements. Cross cadre promotions are not desirable. In fact, due to large scale automation in government offices, it is expected that the cadre of Data Entry operators would become redundant in future when the normal staff will work with the help of computers and will do routine data entry themselves.

Ministry of Health & Family Welfare

Regional Offices

55.112 The Data Entry Operators working in regional offices of the Ministry feel that the pay scale of Rs.1200-2040 attached to the post is not adequate. The Ministry of Health and Family Welfare has reported following recruitment rules for posts in the pay scale of Rs.1200-2040:-

		No. of posts
1 Data Entry Operator	DR Matric with certificate in Key Punch Operators	4
2 Data Processing Asstt	25% Promotion	
	75% Transfer on deputation/transfer failing which DR	4

Qualification - BA with Economics/Maths/Stats. B Com with one year's experience in key punching/data processing machine operations

The pay scale in respect of DEO is considered adequate. However, in case of Data Processing Assistants, pay scales as prescribed in general may be granted.

Evaluation and Intelligence Division

55.113 There is one post each of Programmer (Rs.2200-4000), Console Operator(Rs.1640-2900) and four posts of Data Processing Assistant (Rs.1200-2040). It has been represented to us that these are isolated posts having no cadre and promotion avenues. **The scheme of Assured Career Progression recommended by us would provide relief to the incumbents of the posts. We have also recommended creation of an organised Group 'A' Central Informatics Service. The post of the Programmer in the scale of Rs.2200-4000 would qualify to be included in the proposed service.**

Regional Leprosy Training and Research Institute, Orissa

55.114 The Computer (Rs.950-1500) in the Regional Leprosy Training and Research Institute, ASKA, Orissa has represented to us that he is a graduate and his duties comprise data entry, console operation, validation and updation of data, etc. He has demanded suitable higher pay scale.

Our recommendations

55.115 **The recruitment rules indicate that this post is computer-cum-DEO Grade 'A' and recruitment qualification is Matriculation with data entry experience. This post therefore, is proposed to be placed in DEO Grade 'A' pay scale of Rs.1200-2040.**

Other organisations

55.116 **We suggest that EDP staff in organisations not specifically covered by us in this Chapter may be granted pay scales and designations in accordance with our general recommendations. However, each organisation must determine the number of levels of Data Entry Operators/Data Processing Assistants and Programmers in accordance with functional needs and justification.**

Fire Fighting Staff

Present Position

55.117 Fire Fighting Staff has been employed by a number of Ministries/ Departments of the Central Government. Main employers are the Ministry of Defence, Department of Atomic Energy, Central Industrial Security Force(CISF), Railway Protection Force(RPF), Government printing presses, Department of Space etc This staff in small numbers is also available in CPWD, National Museum, Survey of India, Telecom Factories Organisations, Kandla Free Trade Zone etc. Fire Fighting Staff in CISF and RPF has equivalent rank structure to their executive cadre, forming part of the organisation and not being treated as a separate entity. Therefore, the grade structure and pay structure are not being considered here and would be dealt with along with the main organisations The pay scales and designations in most of the departments

are same except for a few offices where the Fireman Grade-II and Fireman Grade-I have been placed in lower scales of Rs 775-1025 and Rs.800-1150 respectively This is because their educational qualification is lower than those of their counterparts in other departments who are in the scale of Rs.800-1150 and Rs.825-1200. Largest number of employees in this category belong to Ministry of Defence. As a result, the firemen in these organisations are both under-qualified and undertrained. Their payscales also compare unfavourably with those of policemen of equivalent ranks. A major area of rationalisation, therefore, is to abolish these two initial payscales and insist on matric entry to the fireman's cadre with a payscale of Rs.825-1200 which would bring them at par with the constables of the CPOs.

Central Secretariat Fire Service

55.118 A small Central Secretariat Fire Service exists under CPWD with its Headquarters in North Block, New Delhi. This service has sought parity with the Delhi Fire Service on the plea that the nature of their duties is the same as those of the Delhi Fire Service. Keeping in mind the size of the service and their deployment in various Central Government buildings, it is felt that this service is inadequate to handle the fire fighting needs of the buildings assigned to them. Delhi Fire Service Stations are present in the vicinity of most of the Government buildings. It is basically these fire stations which perform the actual fire fighting in the hour of need. **Therefore, Central Secretariat Fire Service may be disbanded and its personnel may either be absorbed in other cadres of the CPWD or the Delhi Fire Service, if found suitable.The existing fire fighting equipment/stations of the Central Secretariat Fire Service should be placed at the disposal of Delhi Fire Service(DFS).**

55.119 **We further recommend that CPWD Fire Service Wing be merged with DFS and suggest the following scales for Fire Service Staff till they complete the training under DFS and are adjusted against various ranks and scales of pay. However, those unwilling to be absorbed in DFS or found unfit otherwise may be absorbed in other cadres of CPWD:-**

Designation	Scale of Pay
Fire Officer	**Rs.2000-3500**
Fire Superintendent	**Rs.1640-2900**
Fire Engine Driver	**Rs.950-1500**
Leading Hand Fireman	**Rs.950-1500**
Fireman (Selection Grade)	**Rs.825-1200**
Fireman	**Rs.800-1150**

Existing Grades in other Fire Services

55.120 As regards fire service personnel under various Directorates/ Departments under the Ministry of Defence, the Fire Adviser, Ministry of Defence has informed us that the staff is spread over length and breadth of the country in various ordnance factories, ordnance depots, air and naval bases, defence laboratories, EME workshops. ASC depots etc Due to reasons of security, the local fire service personnel of states etc cannot be entrusted with the

responsibilities of checking of fire points, inspection of buildings with a view to advising preventive measures, checking/inspection of equipment etc and for these purposes, the establishments have to maintain a full fledged fire service wing. Existing scales of pay, designations and mode of recruitment are as under:-

EXISTING DESIGNATION	EXISTING PAY-SCALE	EXISTING MODE OF RECRUITMENT
Fire Officer	2000-3200} 2000-3500}	By promotion
Fire Superintendent	1640-2900	Promotion (only in Survey of India)
Fire Master/ Dy.Fire Supervisor	1400-2300	Promotion
Supervisor Fire Gr.I/Civilian Asstt Fire Master/ Asstt Fire Supdt.	1320-2040	Promotion
Supervisor(Fire)	1200-1800	Matriculate with Sr.Fire Supervisor course.
Fire Engine Driver (Gr I)	1150-1500	By promotion
Fire Engine Driver	950-1400	Middle pass with 3 year's driving experience on heavy vehicle.
Leading hand Fireman	950-1500} 950-1400}	By Promotion
Fireman Gr.I	825-1200} 800-1150)	By promotion By Promotion
Fireman Gd.II	800-1150} 775-1025}	DR - Middle School pass DR- Ability to read and write Hindi/ English

Proposed Grades for Ministry of Defence

55.121 In order to attract better educated and trained personnel for the fire services and to bring them on par with police constables, **we recommend the following designations, scales of pay and proposed mode of recruitment for fire service staff in offices under Ministry of Defence:**

PROPOSED DESIGNATION	PROPOSED PAY-SCALE	PROPOSED MODE OF RECRUITMENT
Chief Fire Officer	**Rs.2500-4000**	**By promotion**
Fire Officer	**Rs.2000-3500**	**By promotion**
Fire Superintendent	**Rs.1600-2660**	**By promotion**
Fire Master/ Dy.Fire Officer	**Rs.1400-2300**	**By promotion**
Supervisor(Fire)	**Rs.1320-2040**	**By promotion 50%and DR 50% with 10+2 and Senior Fire Supervisor course from an institute of repute. Even for promotees, the course should be an essential qualification.**
Fire Engine Driver	**Rs.950-1500**	**Matric with heavy vehicle driving license and 2 yrs experience. 2ACPs as applicable to other drivers will also apply in their case.**
Fireman	**Rs.975-1660** **Rs.950-1500** **Rs.825-1200**	**2nd ACP** **1st ACP** **By DR, Matriculate and training in fire fighting under a state fire service or an institute of repute.**

Higher Qualificat-ion

55.122 With the above scales, we have also stipulated matriculation as the minimum qualification for fireman. **The existing firemen grade II and grade I in the scales of Rs.775-1025 and Rs.800-1150 may be declared as 'dying' cadre and be adjusted in the replacement payscales.** Fresh recruitment should be made as per above qualifications only.

Grades in other Departments

55.123 **All other departments under the Govt where it is inescapable to have the fire service staff may also adopt the model suggested above** for Defence services fire staff to the extent these are needed. It may not be necessary for each department to have all the levels. The levels and staff should be based on functional consideration

Department of Atomic Energy and Space

55.124 In the departments of Atomic Energy and Space organised fire service staff already enjoys higher scales of pay. There is a matric entry at the level of Fireman(A) and the scale of Rs.950-1400 is provided after a specialised course of training. The work of fire fighting in this department is also of a more sophisticated nature and involves higher skills As such, the higher payscales are considered to be justified. **Accordingly, the following revised payscales are recommended:-**

EXISTING DESIGNATION	EXISTING PAY-SCALE	PROPOSED PAY SCALE	REMARKS
Chief Fire Officer (B)	Rs.3700-5000	3700-5000	By promotion
Chief Fire Officer (A)	Rs.3000-4500	3000-4500	"
Dy.Chief Fire Officer(B)	Rs.3000-4500	3000-4500	Promotion
Dy.Chief Fire Officer(A)	Rs.2200-4000	2200-4000	By DR(100%)
Leading Fireman(c)	Rs.1400-2300	1600-2660	Promotion
Leading Fireman(B)	Rs.1320-2040	1400-2300	"
Leading Fireman(A)	Rs.1200-1800}	Rs.1320-2040	Promotion
Fireman(C)	Rs.1200-1800}	"	
Fireman (B)	Rs.1150-1500	975-1660	Promotion
Fireman (A)	Rs.950-1400	950-1500	By DR.

DEPARTMENT OF SPACE

EXISTING DESIGNATION	EXISTING PAY-SCALE	PROPOSED PAY SCALE	REMARKS
Fire Officer Gr.II	Rs.3000-4500	3000-4500	By Promotion
Fire Officer Gr.I	Rs.2200-4000	2200-4000	By DR (100%)
Leading Hand Fire (B)	Rs.1320-2040	1320-2040	By Promotion
Leading Hand Fire(A)	Rs.1150-1500	975-1660	"
Fireman (B)	Rs.1150-1500	975-1660	"
Fireman (A)	Rs.950-1400	950-1500	By DR

INTRODUCTION

55.125 There are about 6,431 gardeners and nursery workers in various ministries and departments. A majority of them are employed in the Central Public Works Department (4,541) and the Archaeological Survey of India (1,252)

DESIGNATIONS AND SCALES OF PAY

Restructuring of Horticulture

55.126 Similarities in functions and responsibilities notwithstanding, there is presently no uniformity in the recruitment qualifications for appointment to these posts, and in their designations and scales of pay. We find that they have been categorised as unskilled, semi-skilled and skilled artisans in the Central Public Works Department and their scales of pay are consequently based on the skill levels. Besides, based on an award of the Board of Arbitration (1988), the posts of Mali and Bullockman in the Department, which were initially categorised as unskilled, were recategorised as semi-skilled. Their scale of pay was consequently revised from Rs 750-940 to Rs 800-1150. On the other hand, such categorisation would not appear to have been introduced in other ministries and departments and gardeners or malis, on initial entry, are placed only in the scale of pay of Rs 750-940. While no specific educational qualification has been prescribed, experience ranging from one year to five years is considered essential for appointment in the initial entry scale. **We are of the view that it would be desirable to prescribe uniform designations, educational qualifications and scales of pay for different posts of horticulture staff in the ministries and departments. We accordingly recommend the following general structure :**

Designation	Categorisation	Scale of Pay Rs	Qualification and mode of recruitment
Mali Helper	Shramik	750-940	5th Standard Pass with rural/ agricultural background and two years' experience in gardening; direct recruitment
Gardener/Mali, Grade III	Semi-skilled	800-1150	By promotion of Mali Helpers
Gardener/Mali, Grade II	Skilled	950-1500	By promotion of Gardeners/ Malis, Grade III
Gardener/Mali, Grade I	Highly skilled	1320-2040	By promotion of Gardeners/ Malis, Grade II OR selection after trade test, if required
Head Gardener		1400-2300	By promotion of Gardeners/ Malis, Grade I
Horticulture Assistant		1600-2660	Diploma in Horticulture or Agriculture or B.Sc. degree in Agriculture; direct recruitment and promotion **
			By promotion of Horticulture

Horticulture Inspector		1640-2900	Assistants

** The ratio between direct recruitment and promotion may be decided by the concerned ministries and departments.

The actual necessity for posts in different categories and their number may be determined by individual ministries and departments based on functional considerations and requirements.

CENTRAL PUBLIC WORKS DEPARTMENT

Rationalisation of Scales of Pay

55.127 The present structure of the horticulture staff in the Central Public Works Department is as follows :

Mali	Semi-skilled	Rs 800-1150
Bullockman	Semi-skilled	Rs 800-1150
Floral Decorator	Skilled	Rs 950-1400
Senior Mali	Skilled	Rs 950-1500
Chowdhary	Skilled	Rs 950-1500
Head Gardener	Skilled	Rs 1200-1800

The CPWD Workers Association have demanded that the supervisory post of Chowdhary should be recategorised as highly skilled and that the cadre structure of horticulture staff should also be reviewed and revised. We find that consequent upon the award of the Board of Arbitration, the supervisory posts of Chowdhary and the non-supervisory posts of Senior Mali are presently in the identical scale of pay of Rs 950-1500.

55.128 **As a measure of rationalisation and uniformity, we recommend that the department may amend the designations of the horticulture staff in accordance with the general structure recommended by us in paragraph 61.d2. The revised structure of these staff will consequently be as follows :**

Existing Designation	Scale of Pay Rs	Recommended Designation	Scale of Pay Rs
		Mali Helper	750-940
Mali & Bullockman	800-1150	Mali, Grade III	800-1150
Floral Decorator	950-1400	}	
Chowdhary	950-1500	} Mali, Grade II	950-1500
Senior Mali	950-1500	}	
Head Gardener	1200-1800	Mali, Grade I	1320-2040

While the existing incumbents of the posts of Mali and Bullockman would be entitled to be placed in the replacement scale corresponding to the scale of pay of Rs 800-1150 in terms of the award of the Board of Arbitration, which will be personal to them, vacancies arising as a result of their promotion, superannuation, death, etc. would, however, be filled only in the replacement scale corresponding to the initial entry scale of Rs 750-940 recommended by us and the posts redesignated as Mali Helper. All future recruitment to posts at the lowest level should also be made only in this scale.

ARCHAEOLOGICAL SURVEY OF INDIA

Scales of pay

55.129 The present structure of the horticulture staff in the **Archaeological Survey of India** is as follows :

Mali/Garden Attendant	Rs 750-940
Senior Garden Attendant	Rs 775-1025
Junior Foreman	Rs 800-1150
Assistant Foreman	Rs 825-1200
Foreman	Rs 950-1400
Horticulture Assistant, Grade II	Rs 1200-1800
Horticulture Assistant, Grade I	Rs 1400-2300
Senior Horticulture Assistant	Rs 1640-2900

In order to ensure conformity with the standard designations and scales of pay suggested by us earlier, and also as a measure of rationalisation, we recommend the merger of the posts of Senior Garden Attendant and Junior Foreman and of Assistant Foreman and Foreman. The revised designations and structure in the horticultural wing will consequently be as follows :

Existing Designation	Scale of Pay Rs	Recommended Designation	Scale of Pay Rs
Mali/Garden Attendant	750-940	Mali Helper	750-940
Senior Garden Attendant	775-1025	Gardener, Grade III	800-1150
Junior Foreman	800-1150		
Assistant Foreman	825-1200	Gardener, Grade II	950-1500
Foreman	950-1400		
Horticulture Assistant, Grade II	1200-1800	Gardener, Grade I	1320-2040
Horticulture Assistant Grade I	1400-2300	Head Gardener	1400-2300
Senior Horticulture Assistant	1640-2900	Horticulture Inspector	1640-2900

55.130 In addition, there are also posts of Assistant Superintending Horticulturist, Deputy Superintending Horticulturist and Chief Horticulturist in the Archaeological Survey of India in the scales of pay of Rs 2000-3500, Rs 2200-4000 and Rs 3000-4500 respectively. **We recommend the corresponding replacement scales for these posts, their designations, however, remaining unchanged.**

RAILWAYS

Revised structure

55.131 After taking into account the present structure of horticulture staff in the **Railways, we recommend the following revised structure** :

Existing			Recommended	
Designation	Scale of Pay Rs		Designation	Scale of Pay Rs
Mali Khalasi	750-940		Mali Helper	750-940
Mali	775-1025	}		
		}	Mali, Grade III	800-1150
Head Mali	800-1150	}		
Field Man	950-1500		Mali, Grade II	950-1500
			Mali, Grade I	1320-2040
Horticulturer	1400-2300		Head Gardener	1400-2300
Supervisor Horticulture Inspector	1400-2300		Horticulture Assistant	1600-2660

55.132 We find that the designations and scales of pay of horticulture staff are presently not uniform in all Zonal Railways. **We therefore recommend uniform adoption of the revised designations and scales of pay by all Zonal Railways by amending the existing designations to the extent necessary. Posts in all the categories would, however, be created strictly on functional considerations. Further, tests to assess suitability for promotion, wherever prescribed, will continue to apply and the promotion quotas prescribed on the Railways may also continue to be maintained after suitable adjustments with reference to the revised structure now recommended.**

DOWNSIZING INITIATIVES

Privatisation

55.133 We are of the view that there is considerable scope for downsizing the large complement of horticulture staff and effecting savings. This could be achieved by gainfully privatising the horticultural activities in government. Maintenance of public gardens and lawns could conveniently be entrusted to public and private enterprises who could undertake this, as some of them are already doing, in return for advertising space. **We would, therefore, recommend the following long-term measures aimed at progressive privatisation of this activity** :

a) **A total ban may be imposed on further recruitment to posts in the initial entry scales of Rs 750-940, Rs 775-1025 and Rs 800-1150 and posts falling vacant due to normal attrition may be abolished.**

b) **Vacancies arising in posts filled solely by promotion may be permitted to be filled only to the extent of 50 per cent in**

order to provide career progression for those recruited at lower levels, and the remaining 50 per cent of the vacant posts abolished.

c) Posts of gardeners and nursery workers in Group 'D' and in skilled Group 'C' categories may be phased out over a period of ten years.

d) Supervisory posts in the replacement scales of pay corresponding to Rs 1400-2300 and above may also be reduced progressively and retained only to the extent of 10 per cent of their present strength at the end of the ten-year period.

e) The responsibility for the maintenance of gardens and lawns may be entrusted, on lease, to private and public enterprises in a phased manner so that government is totally relieved of this responsibility in a ten-year time frame.

(f) A limited number of persons, professionally qualified in agriculture and horticulture operations and possessing the relevant experience, may be recruited to supervise and ensure adherence by the lessees to the appropriate standards and aesthetic and environmental norms.

Gestetner Operators

Introduction

55.134 Posts of Junior Gestetner Operator and Senior Gestetner Operator in the scales of pay of Rs.775-1150 and Rs.950-1400 respectively were initially created primarily to provide some promotion avenues for Group 'D' personnel and have become permanent features in most of the government offices over a period of time. Incumbents of the posts- who are also variously known as Roneo Operators, Duplicating Machine Operators, etc.- are responsible for duplicating copies of orders, circulars, reports, etc. and for the routine maintenance of the duplicating machines. In certain departments, the two posts are in the higher scales of pay of Rs.825-1200 and Rs.950-1500 respectively. Being holders of Group 'D' posts, the Junior Gestetner Operators superannuate at the age of 60 years, whereas on promotion to the Group 'C' posts of Senior Gestetner Operator, they are required to superannuate at the age of 58 years.

55.135 According to the information made available to us, as against a total sanctioned strength of 1,072 posts of Junior and Senior Gestetner Operator in various offices of the Government of India, 912 posts are in operation. Of these, 560 posts are in the scale of pay of Rs.775-1150 and the remaining 352 posts are distributed in the two scales of pay of Rs.950-1400 and Rs.950-1500.

Scales of pay and promotion prospects

55.136 In the context of the "negligible" promotion prospects and stagnation in the cadre, it has been represented to us that the scales of pay of the posts of Gestetner Operator should be so devised as to ensure the continued drawal of annual increments and the availability of adequate promotion avenues to higher scales of pay. Provision of an additional scale of pay corresponding to Rs.1200-1800 to provide a further avenue of promotion for the Senior Gestetner Operators, upgradation of the post of Junior Gestetner Operator in the Circle and administrative offices of the Posts & Telegraphs Department to Group 'C', inclusion of Senior Gestetner Operators in the feeder grade for promotion to posts of Supervisor (Technical) in the Metal and Steel Factory under the Ministry of Defence, are some of the other demands received by us.

Our recommendations

55.137 We are of the considered view that separate and distinctly designated personnel should not be required for the operation of different kinds of office equipments. This function should instead be an intrinsic part of the multiskilled job content for all personnel in Groups 'D' and 'C', as we have also observed elsewhere in this report. Gestetner technology is also fast becoming obsolete. Therefore, a separate cadre of Gestetner Operators should not normally be required. **We accordingly recommend that instead of having separate posts of Gestetner Operator, these should be merged in the occupational group of Office Attendants and placed in the four-tier structure proposed by us for the Group 'D' staff. In the circumstances, we are not in favour of creating additional posts in higher scales of pay.**

55.138 We, however, recognize that posts of Gestetner Operator may have to be retained in some of the offices because of the large volume of copying work involved and the necessity to ensure cost effectiveness. Even in such offices, the posts should be retained only for a specified period and progressively abolished, the function being entrusted only to the Office Attendants by enlarging the scope of their functions and responsibilities. **Till such time as the posts are totally abolished, personnel already promoted as Senior Gestetner Operators may be placed in the replacement scale of pay corresponding to Rs.950-1500, which would be personal to the incumbents of these posts.**

55.139 As regards the suggestion that Senior Gestetner Operators should be included in the feeder grade for promotion to posts of Supervisor (Technical) in the Metal and Steel Factory under the Ministry of Defence, we have been informed by the Ministry that there is no post of Supervisor (Technical) in the Factory, the relevant post being that of Chargeman, Grade II, in the scale of pay of Rs.1400-2300 and that the educational qualifications of the Senior Gestetner Operators, who are promoted from Group 'D' posts, and other attributes like the ability to operate cyclostyling machines do not qualify the incumbents of the posts to be promoted as Chargemen, Grade II. **Based on the Ministry's clarification, we are unable to accept this suggestion.**

Special pay

55.140 Junior Gestetner Operators in the Survey of India and the Armed Forces Medical Services are also entitled to a special pay of Rs.20 per month. It has been urged that its quantum should be increased. While the rationale for this special dispensation is not very clear to us, special pay is normally admissible in consideration of the specially arduous nature of duties or a specific addition to

work or responsibilities. The prescribed conditions are obviously not satisfied in the case of Junior Gestetner Operators. **We, therefore, recommend that the special pay, wherever admissible, should be discontinued.**

Age of Superannuation

55.141 It has been urged that incumbents of the posts of Senior Gestetner Operator should not be required to superannuate on attaining the age of 58 years, but only at the age of 60 years as applicable to the Junior Gestetner Operators. We have separately recommended that the age of superannuation of all Central Government employees should be raised uniformly to 60 years. This will also apply to the Senior Gestetner Operators so long as the posts are retained.

Laboratory Staff

Activities of Laboratory Personnel

55.142 Alongside the scientific staff there is a category of employees working in various laboratories of the Central Government which assists in the conduct of experiments, analysis of samples and tests, and other matters connected with pure and applied research, experimental development of products, quality testing and control, etc.. Personnel in this category have a science background at matriculation/Higher Secondary level, and in addition have to possess a Laboratory Technicians Certificate/diploma including Diplomae in Medical Laboratory Technology (DMLT).

Size and Distribution of Establishment

55.143 There are about 4700 such employees working in 106 laboratories, hospitals, dispensaries, industrial establishments, etc.. They are recruited under various designations like Laboratory Technician, Laboratory Assistant, Junior Chemist, Laboratory Hand, Laboratory Mechanic; Laboratory Supervisor, Junior Technician, Technical Assistant (Laboratory), Lab Attendant, Lab Boy, etc..

Types of Laboratory Personnel

55.144 Laboratory Boys, Helpers, Attendants, Bearers, etc. are placed in scales of pay ranging from Rs.750-940 to Rs.825-1200 and are classified as Group D. These are about 1856 in number, with the largest concentration in the scale of pay of Rs.800-1150, where the majority enter with middle/VIII Std./High School/Matric with one year Lab Attendant Course or experience of laboratory work. The level above this is that of Laboratory Assistants. They are placed in pay scales ranging from Rs.950-1500 to Rs.1200-2040, with qualifications of Matric with Physics, Chemistry or Maths or 10+2 with Science or even B.Sc.degrees and a Trade Certificate/Diploma relevant to the subject, including DMLT. This group covers another 1469 employees. The majority of these are recruited in the scale of Rs.975-1540, though a substantial number also enter in the grade of Rs.950-1400/950-1500. The third rung in this category is the Laboratory Technician, the highest of the three, recruited with qualifications of 10+2 with science. B.Sc. or Diploma in Engineering and/or other subject matter diplomae (including DMLT). The bulk of these personnel enter at the scale of Rs.1320-2040, though a fairly large number are also observed to enter at the level of Rs.1400-2300. This group has a strength of about 1432. A summary

grade-wise position of the total strength of laboratory staff is given in **Annexe 55.4.** Intervening scales between those described above, are usually promotional scales. The above major three entry grades account for 4282 (or 89.45%) of the total Laboratory personnel in the Central Government.

Major employees

55.145 Among the major employers of Laboratory personnel are Defence Research & Development Organisation (426), Directorate of Marketing and Inspection (346), Geological Survey of India (330), Indian Railways (265), Department of Space (203), Central Water and Power Research Station (194), Central Research Institute (192), Safdarjang Hospital (183), Central Revenue Control Laboratories (155) and Indian Meteorological Department (152). These 10 laboratories/organisations together account for 2446 (or 51.4%) of the total establishment of laboratory personnel.

Observation of previous Commissions

55.146 Upto the Third CPC, Laboratory staff were not dealt with as a separate category, but were included as a part of Scientific staff. The Fourth CPC covered laboratory staff under a separate common category and the pay scales recommended by it followed the patern given below:-

S.No.	Qualifications	Pay-scale attached by Fourth CPC
1.	Matriculation with science	Rs.950-1400
2.	Higher Secondary/Intermediat with Science with some experience	Rs.1200-2040
3.	Degree with Chemistry	Rs.1400-2300

Demands made in Memoranda

55.147 The major demands raised in the memoranda received by us, are the following:-

(i) Provision of uniform pay scales based on entry qualfications;
(ii) Extension of Flexible Complementing Scheme to remove stagnation;
(iii) Grant of risk allowance; and
(iv) Incentive for acquiring higher skills;

Inter-Ministerial Wsorking Group on Lab Technicians

55.148 To examine the disparities in pay scales and other matters pertaining to the laboratory staff, an Inter-ministerial Working Group, comprising representatives of concerned Ministries/Departments, was constituted. We have kept in view the suggestions of the working group in making our recommendations on this category.

recommendations for Laboratory Technicians

55.149 The laboratory staff are presently distributed over 17 pay-scales. As per the general scheme given in Chapter 49 on the rationalisation of pay-scales, the existing scales of Rs.950-1400, 975-1540, 1150-1500, 1350-2200 and 1400-2600 will be merged with other scales. The existing staff in these scales will be placed in the corresponding replacement scales. The following scales of pay may be retained for the category as a whole:-

S.No.	Designation	Pay-Scales	Minimum Qualifications	Remarks
1.	Lab Attdt. III	Rs.750-940	VIII Standard	100% DirectRecruitment
	Lab Attdt. II	Rs.775-1025		1st ACP
	Lab Attdt. I	Rs.800-1150		2nd ACP

2.	Lab Asstt. III	Rs.950-1500	Matric (with Science) + Cert./ Dipl.in Lab.Tech. (Including DMLT) Or 10+2 with Science	85% Direct Recruitment 15% Promotion
	Lab Asstt. II	Rs.1200-2040		1st ACP
	Lab Asstt. I	Rs.1400-2300		2nd ACP
3.	Lab Techn, III	Rs.1600-2660	B.Sc. with Dip./Cert	50% Direct Recruitment
	Lab Techn II	Rs.1640-2900	1st ACP	50% Promotion
	Lab Techn I	Rs.2000-3500	2nd ACP	

NOTE : Those Laboratory Technicians presently in the grade of Rs.1320-2040 will be placed in the pay-scale of Rs.1400-2300.

Promotional and Career progression

55.150 On the demand for promotional avenues, while the two assured career progressions as per general scheme will bring relief, most Laboratories have very few posts to provide substantive vacancy-based promotions. **We recommend that the promotion from Auxiliary to Support staff may be retained upto 15% without insisting on certificate requirements, provided the incumbents are at least matriculates. Within the support staff categories promotions from the level of Laboratory Assistant to Laboratory Technicians may be about 50% without linking it to qualifications.** We have given our recommendations regarding Flexible Complementing Scheme in Chapter 23. As indicated therein the scheme will apply to R&D professionals in the Executive category. For others the provisions of ACP scheme will be applicable. This will take care of the problem of stagnation among the laboratory staff.

Uniforms Risk and Higher Qualification Allowance

55.151 In the matter of uniforms, we have made recommendations in Chapter 135 on uniforms, washing allowance and protective clothing. We do not recommend extending the concept to uniforms as a blanket measure for all laboratory technicians. We also do not recommend grant of risk allowance to laboratory staff in general or grant of additional incentives for acquiring higher qualifications and skills other than what has been generally accepted for all cadres.

Language Typists

Introduction

55.152 Language typists can be divided into four categories (i) typists in English, (ii) typists in Hindi, (iii) typists in Indian languages other than Hindi; and (iv) typists in foreign languages. Typists in category (i) and (ii) form part of the general clerical cadre of an organisation. They are treated at par in the matter of pay scales, promotion avenues etc.

Pay scale

55.153 There are some posts of language typists in Government of India. These are isolated posts in many offices, the largest concentration being in offices

under the Ministry of Information and Broadcasting. The minimum requisite qualification for appointment to the post is matriculation with proficiency in typewriting in the specific Modern Indian Language (M.I.L.). In the absence of any promotional avenues, a demand has been made for upgradation of the posts of language typist in the Ministry of Information and Broadcasting. The strength of this demand has been drawn from the case of Tamil typist in the Department of Health and Family Welfare, where a post of Senior Language typist has been created in the pay scale of Rs. 1400-2300 by abolishing the post of Tamil typist in the pay scale of Rs. 950-1500 and from the case of language typist in U.P.S.C. where the post has been upgraded to the scale of Rs. 1600-2660. The Department of Personnel and Training has not evolved any policy/ guidelines for promotion of language typists. However, in view of the fact that most of the regional languages have been adopted by one or the other State Governments as their official language and that such languages are taught in schools as one of the compulsory/elective subjects in addition to other common disciplines, it can be safely vouched that there is no scarcity of language typists and that they are fully competent to perform other jobs related to the post of LDC. As such, **we recommend that the posts of language typist be merged with the clerical cadres of the respective organisation/Central Secretariat Clerical Service in the case of Secretariat in the pay scale of Rs. 950-1500. This will ensure adequate promotion opportunities for these typists.**

Foreign language typists

55.154 There are some isolated posts of foreign language typist in the Central Government. In their case, a candidate aspiring for the post has to be conversant with the foreign language concerned. In order to acquire this basic knowledge, a candidate has to undergo a minimum of certificate-level or diploma-level course in the foreign language and thereafter gain expertise in typing in the language concerned. As these posts are very few, scarcity of skills for appointment to the posts is bound to exist. We feel that as these candidates are required to possess higher qualifications, they should form a separate and distinct category entitled to better remuneration. We therefore, **recommend that direct entry in their case may be made in the pay scale of Rs. 1320-2040. They should be covered under the Assured Career Progression Scheme, the next two higher pay scales being Rs. 1640-2900 and Rs. 2000-3500 in case the post is in Secretariat of a Ministry or its attached office participating in Central Secretariat Services Scheme and Rs. 1600-2660 and Rs. 1640-2900 in case of other subordinate offices.**

Library Staff

IMPLEMENTATION OF REVIEW COMMITTEE'S REPORT

Setting up of Review Committee

55.155 In pursuance of the recommendation of the Fourth Central Pay Commission (para 11.63 of the Report), Government of India, Department of Culture vide their resolution dated 2nd September, 1987 appointed a Review Committee on library staff under the Chairmanship of Prof. D.P. Chattopadhyay. The Committee submitted its Report in 1989 and based on its recommendations,

Department of Expenditure, Ministry of Finance issued Office Memorandum dated 24th July, 1990, introducing a uniform rationalised pay structure for library staff. This provided for redesignation of different Professional and semi-professional posts in the libraries, clubbed a good number of identical pay scales, prescribed the method of recruitment for each grade and the essential qualifications for recruitment to these grades by way of promotion and direct recruitment. It also contained detailed guidelines identifying the parameters for categorisation of libraries on the basis of their collection, service provided, budget, publications and computer application. The designation and pay scale of the Librarian-in-charge of a library was to be determined on the basis of the categorisation of the library. All the Ministries/Departments of Government of India were required to initiate action on priority basis for placement of existing incumbents in the revised grade structure.

Implementation of Review Committee's recommendations

55.156 Information collected by us about the designations and pay scales of librarians, however, suggests that the recommendations of the Review Committee have been only partially implemented in Central Government Departments, and the old designations and pay scales still continue. Following is the detailed pay scale-wise distribution of library posts in various Central Government departments :-

PAY SCALE	NO. OF POSTS
Rs. 750-940	61
Rs. 775-1150	187
Rs. 825-1200	3
Rs. 950-1500	198
Rs. 975-1540	30
Rs.1150-1500	1
Rs.1200-2040	189
Rs.1350-2200	102
Rs.1320-2040	40
Rs.1400-2300	182
Rs.1400-2600	1183
Rs.1600-2660	4
Rs.1640-2900	97
Rs.2000-3500	112
Rs.2200-4000	8
Rs.3000-4500	17
Rs.3300-4800	1
Rs.3700-5000	3
Rs.4500-5700	2
Total	2420

55.157 The task before us is, therefore, to ensure that the recommendations of Review Committee in regard to designations and pay scales

of library staff are first implemented, before the revised pay scales to be recommended by Fifth Central Pay Commission are implemented. Since the uniform designations and pay scales recommended by the Review Committee have not yet been implemented, the old designations and pay scales still continue in a good number of government libraries.

Changing role of libraries

55.158 The Review Committee's basic thrust was to emphasise the changing role of a library from being just a storage point for library resources with provision for adequate access, tools and techniques for its retrieval to that of disseminator of information to all categories of users through various modern communication methods. It is in recognition of the importance of information in policy formulation, planning, decision making and administration that Libraries/Information Centres have been established by almost every Central Government organisation. The Review Committee envisaged that these libraries would be linked with the NICNET Data Communication System, with access to several other national and international data bases. They were thus required to be linked up in a computer network as a modern, integrated library and information system.

Circulation of Review Committee Report

55.159 The Review Committee made several remarkable recommendations to improve the functioning of libraries and for career advancement of librarians. However, the report has been kept confidential by the government and only the portion which was accepted by Government finds mention in the implementation order issued by the Ministry of Finance. The demand made in this context by the professional association of librarians that the report of the review committee should have been circulated to all concerned is considered to be wholly justified. **We, therefore, recommend that the report should be made public by the government.**

All India Cadre of Libraries

55.160 Formation of an all India Library and Information Service has been demanded by librarians and their professional associations. We consider the present strength of posts of librarians to be adequate for constitution of a Central Library Service. **Department of Culture should, therefore, initiate action to constitute such a service.** The initial direct recruitment should be at the level of Library and Information Assistant in the pay scale of Rs.1600-2660 with a graduate qualification along with a Bachelor's degree in Library Science. Other posts at higher levels should also be merged into a unified Service. Such a service would naturally require a Cadre Controlling Authority. Accordingly, **we recommend creation of a Cell to be headed by a Deputy Secretary in the Department of Culture to look after all matters related to Libraries and the proposed Central Library Service.** The departmental libraries in different Ministries/Departments may be covered by a computer network, but each one of them could continue to work under their respective departments/Ministries.

PAY STRUCTURE RECOMMENDED BY US

Minimum staff in different categories of libraries

55.161 Each library categorised on the basis of the formula specified by the Review Committee is to be headed by an Incharge as specified in the orders of the Ministry of Finance. However, it is not enough to specify only the designation and pay scale of the Incharge. There have to be standard norms for different categories of posts required for libraries. **We recommend that the Department**

of Culture should evolve norms for staffing pattern of each category of library in consultation with Work Study Units of Department of Expenditure, Indian Bureau of Standards and Professional Bodies of Librarians.

55.162 While working out these norms, the broad cadre structure should conform to the recommendations made by the Review Committee as also the general rationalisation of pay scales attempted by this Commission. **Accordingly, we suggest the following pattern of cadre structure:-**

Existing designation (as given by Review Committee)	**Pay scale (as siggested By Review Committee) (Rs.)**	**Revised designation**	**Pay scale (Rs.)**	**Qualification**
Junior Library Attendant	750-940	Library Attendant Grade III	750-940	VIII pass
Library Attendant	775-1025	Library Attendant Grade II	775-1025	
Senior Library Attendant	800-1150	Library Attendant Grade I	800-1150	
Library Clerk	950-1500	Library Semi-Professional Grade II	950-1500	Matric + Certificate in Library Science
-	-	Library Semi-Professional Grade I	1320-2040	By promotion
Library and Information Assistant	1400-2600	Library & Information Assistant	1600-2660	50% by DR of Graduates with B.Lib. 50% by promotion.
Senior Library and Information Assistant	1640-2900	Senior Library and Information Assistant	1640-2900	By Promotion
Asstt. Library & Information Officer	2000-3500	Asstt. Lib & Information Officer	2000-3500	50% by DR of PG + B.Lib. or B.A. with M.

				Lib., 50% by promotion
		Lib & Information Officer Grade II	2200-4000	Promotion
Library & Information Officer	3000-4500	Lib & Information Officer Grade I	3000-4500	Promotion
Senior Library & Information Officer	3700-5000	Library & Information Officer	3700-5000	Promotion
Principal Lib. and Information Officer/ Director	4500-5700	]Principal]Library &]Information]Officer]	4500-5700	Promotion
	5900-6700	]Director]	5900-6700	
	7300-7600	]Director-]General	7300-7600	

55.163 **Till such time the staffing norms are evolved, each category of library should have at least a skeleton staff as recommended by us. This will ensure, to some extent, that big gaps are not created in the hierarchy of posts in these libraries as a consequence of implementation of the Review Committee's recommendations**

55.164 **Each category of library should have atleast the following professional posts in the designated pay scales:-**

CATEGORY OF LIBRARY	DESIGNATION OF POST	PAY SCALE
Category I	Library & Information Assistant	Rs. 1600-2660
Category II	Asstt. Library & Information Officer	Rs.2000-3500
	Library & Information Assistant	Rs.1600-2660
Category III	Library & Information Officer	Rs.3000-4500
	Asstt. Library & Information Officer	Rs.2000-3500
	Library & Information Assistant	Rs.1600-2660
Category IV	Principal Library & Information Officer	Rs.4500-5700
	Library & Information	Rs.3000-4500

	Officer Grade I	
	Asstt. Library & Information Officer	Rs.2000-3500
	Sr. Library & Information Asstt	Rs.1640-2900
	Library & Information Assistant	Rs.1600-2660
Category V	Director	Rs.5900-6700
	Sr. Lib. & Information Officer	Rs.3700-5000
	Lib. & Information Officer Grade I	Rs.3000-4500
	Asstt.Lib &Information Officer	Rs.2000-3500
	Sr. Lib & Information Assistant	Rs.1640-2900
	Library & Information Assistant	Rs.1600-2660

Anomalies in Review Committee Report

55.165 It has been demanded that a Professional/Semi- Professional qualification should be prescribed for recruitment to all posts in Libraries, including Library Attendant and Library Clerk. Although, the orders for implementation of Review Committee's recommendations prescribed only Matriculation as the qualification for recruitment of Library Clerks, the Model Recruitment Rules for various categories of Group 'C' and 'D' posts in Libraries, issued by Department of Personnel and Training prescribe a Certificate in Library Science, along with Matriculation as essential qualification for the post. **We have considered the matter in detail and recommend that the post of Library Clerk should be a direct recruitment post.** It should be redesignated as a Library Semi-professional Grade II and the qualifications should at least be matriculation and Certificate in Library Science.

Language/Subject Librarian

55.166 For promotion to Assistant Library and Information Officer in the grade of Rs.2000-3500, a Master's degree in Language/subject has been made essential, if the post requires specialisation in a language or a subject. Since there is no such condition for promotion to this level for general library posts, language/specialised librarians are feeling aggrieved. A demand has also been made that prescribing double qualifications, one in general academics and the other in Library Profession should be discouraged. **In view of the functional requirement of Language/Subject specialist Librarians, we do not consider it desirable to remove this condition. However, for general posts where professional qualification of M.Lib is prescribed, another Master's degree in a general academic subject need not be insisted upon.**

Formula for categorisation of Libraries

55.167 Demand has also been made that categorisation formula recommended by the Review Committee should be amended, so as to give adequate weightage to non-conventional activities of the Library and certain other specialised jobs done and services provided by them. **We recommend that the guidelines for the purpose of Categorisation of Libraries be revised, so as to give more weightage to the activities that are related to dissemination of Information and other such non-conventional/special functions performed by a Library. Pending this review, additional weightage should be given for the following activities** to facilitate upward revision of the categorisation of the Libraries already done or proposed to be done on the basis of formula prescribed in the orders dated 24th July,1990.

	ACTIVITY	QUANTITY	POINTS	
			MINIMUM	MAXIMUM
1.	Specialised area abstracting	125	1	0
2.	Micro films/slides/ floppies/CD-ROM	100	1	5
3.	Publication by Staff/ Seminar participation	1	2	5
	TOTAL			20

55.168 Provision should also be made to review the categorisation of each library once in 5 years, which should be considered by the concerned Ministry/Ministry of Finance for upgradation in the category of library, if necessary. However, review of the guidelines for categorisation and developing of norms for staffing in libraries should be looked after by the cell recommended by us in the Department of Culture.

Computer specialist in Libraries

55.169 In the context of the demand that computer specialists should not be appointed in Libraries on permanent basis, we recommend that for proper management of the Library and dissemination of information, every professional in a Library should have the competence to work on computers. **The services of computer specialists in a Library should only be hired on consultancy contract and not on permanent basis.**

55.170 The Review Committee recommended the pay scale of Rs.750-940 for the Junior Library Attendant. The next two higher grades of Library Attendant and Senior Library Attendant in the pay scale of Rs.775-1025 and Rs.800-1150 have already been merged by separate general order of Ministry of Finance in a pay scale of Rs.775-1150. **The pay scale of Senior Library Attendant should, therefore, be revised to Rs.825-1200. The three grades of Library Attendants should be organised into a three-tier structure as recommended by us for Group 'D' or auxiliary staff.**

NATIONAL LIBRARY CALCUTTA

Status/Special scales

55.171 The library staff of the National Library have demanded a higher pay scale as compared to their counterparts in other Central Government departments. We find that the National Library has already been graded as Category VI Library, which is the highest level of categorisation. **We, therefore, do not recommend any further edge in their pay scales.**

Non-Library Professionals

55.172 As part of implementation of the Review Committee's Report, various non-Library professionals with designations like Microphotographer, Reprographer, Chemist have been given the designation of Library and Information Officer, which has not been considered appropriate by Library Professionals. They have, therefore, demanded that they should not be included in the mainstream of Library posts and should be treated separately and provided separate promotion channels. We have considered this demand and find that while redesignating these posts, their speciality is being maintained by making a mention of it in parenthesis. **The redesignation is, therefore, not likely to create any problem but will be**

useful for the limited purpose of their promotion at par with Library Professionals in the National Library. These posts should, however, not be included in the feeder grade to higher posts in Library and Information Professionals cadre. The non-library professionals should be governed by the provisions of the Assured Career Progression Scheme recommended by us elsewhere. National Library and other Libraries should also explore the possibility of getting such work performed by non-Library Professionals from the private sector. Posts, if considered absolutely essential should be filled on deputation from other organisations as well as by having larger cadres.

CENTRAL REFERENCE LIBRARY

Organisation and functions

55.173 In Central Reference Library, which publishes Indian National Bibliography and functions in close liaison with National Library, the recommendations of Review Committee have not been implemented despite the fact that they perform the same function as the staff of National Library. A demand has, therefore, been made that Orders dated 24.7.1990 should also be applied to Central Reference Library. We feel that **the recommendation of the Review Committee should have been implemented from the same date in the two Libraries, in view of their close functional linkage. It is, however, understood that Department of Culture is now contemplating merger of the National Reference Library with National Library. If so, we recommend that recommendations of the Review Committee should be implemented first in the National Reference Library** and the Library should be properly categorised and appropriate pay scales given to its library staff, before its merger with the National Library. We also recommend that while merging the cadre of the two organisations, their seniority in the combined cadre should be determined with reference to their date of joining/year of service in the grade.

Cadre Structure

55.174 The existing staff structure of National Reference Library consists of Librarian (Rs.3000-4500) (1 Post), Assistant Editor (Rs.2000-3500) (15 Posts) and Sub-Editor (Rs.1400-2600) (19 Posts). **In the context of the demand for appropriate pay scales and creation of senior posts in the library, we recommend that along with rationalisation of the pay scale of Sub-Editor from Rs.1400-2600 to Rs.1600-2660, the cadre of library posts should be restructured in the following manner:-**

Designation/pay scale (sanction strength)	Recommended Pay Scale	No. of Posts
Librarian (Rs.3000-4500)	Rs.4500-5700	1
Deputy Librarian (New Post)	Rs.3000-4500	3
Asstt. Editor (Rs.2000-3500)	Rs.2000-3500	12
Sub-Editor (Rs.1400-2600)	Rs.1600-2660	19

55.175 **There should be a direct entry at the level of Sub-Editor in the pay scale of Rs.1600-2660, with a Graduate and B.Lib qualification. The present Recruitment rules for the posts of Sub-Editor provide for promotion of non-professional departmental candidates to the post. We recommend that the recruitment rules should be amended to exclude non-professional posts from the feeder grade. The non-professional posts should be provided adequate promotion avenues in their own line.**

SCHOOL LIBRARIANS

Present position

55.176 Librarians working in schools placed in the pay scale of Rs.1400-2600, are given senior scale of Rs.1640-2900 after 12 years of service and a selection grade of Rs.2000-3500 after another 12 years of service. Selection grade is limited to 20% of the posts in the senior scale and awarded subject to acquiring the higher qualifications.

Demands and our Recommend-ations

55.177 A demand has been made for a higher pay scale of Rs.1640-2900 for Librarians of Senior Secondary Schools. **We recommend that School Librarians should be recruited in the pay scale of Rs.1640-2900 with a graduate and B.Lib. qualifications at par with Trained Graduate Teacher Grade III. As in case of teachers, they should be placed in the next two higher grades i.e. Librarian Grade II and Librarian Grade I in the pay scales of Rs.2000-3500 and Rs.2500-4000 on completion of 10 years and 8 years of service in Grade III and Grade II respectively.** Also, as in the case of teachers, award of Grade I should not be restricted to 20% of posts in lower grade. Thus we recommend complete parity **in the pay scales of School Librarians with those of Trained Graduate Teachers. We also recommend that School Librarians in Lakshadweep administration should be placed in the same pay scale and given the same promotion avenues as given to Librarians in the Union Territory of Delhi.**

OTHER DEPARTMENTAL LIBRARIES

Library of DGCA

55.178 The Directorate General of Civil Aviation is maintaining a technical and highly specialised library, consisting of literature on airworthiness of aircraft engines, air safety, aircraft design and development, avionics, air traffic control, air navigation, etc. The Review Committee did not mention any weightage for specialised functions performed by the Library. Demand has been made that the specialised work of the Library should be identified as the main variable for the categorisation of the library and upgradation of the pay scales of Chief Librarian and Librarian. After considering the demand, **we recommend that the Library should be classified properly by giving due weightage to the activities performed by the library** in accordance with our recommendation for modification in the formulae for categorisation of Libraries.

UPSC Library

55.179 The demand made by UPSC Library for creation of an intermediate post below Library and Information Officer is an individual demand and can be decided by the organisation on functional considerations. However, as per minimum staff required for a Category III Library, **this library should have at least one post in the scale of Rs.1640-2900,** which may be created by way of

upgrading one of the two posts of Library and Information Assistant in the scale of Rs.1400-2600.

Other Libraries

55.180 The demand for revision of pay scales of the library staff in the Libraries of Anthropological Survey of India, Indian Navy, etc. are essentially related to non-implementation of the Review Committee Report and shall be met once its recommendations are implemented.

Marine Staff

Functions

55.181 Marine Staff can be broadly categorised as Deck Staff and Engine Room Staff. They are governed by the Merchant Shipping Act, 1958 and the Inland Vessels Act, 1917, in addition to other rules applicable to civilian employees of Central Government. The technical qualifications prescribed in the Inland Vessels Act are essential for initial appointment of the Marine Staff as well as their promotion. In addition to prescribing procedures for registration of ships, their classification based on tonnage and horse power of engines, the requirements of navigational aids, etc., the Merchant Shipping Act also stipulates the certificates of competency to be obtained by different categories of marine staff for serving on different vessels based on their tonnage and engine horse power.

Strength

55.182 The sanctioned strength of Marine staff in different ministries and departments is as follows:-

Ministry of Defence (Indian Navy)	1,859
Ministry of Finance (Customs and Central Excise Department)	1,355
Ministry of Water Resources (Farraka Barrage Project)	200
Ministry of Agriculture (Integrated Fisheries Project)	82
Ministry of Agriculture (Central Institute of Fisheries, Nautical and Engineering Training, Cochin)	65
Ministry of Surface Transport (Directorate General of Lighthouses and Lightships)	32
TOTAL	**3,593**

INDIAN NAVY

Pay Structure

55.183 There are about 2,000 Yard Craft Staff (Crew) in the Indian Navy, who are categorised as marine staff and governed by the provisions of the Merchant Shipping Act, 1958 and Inland Vessels Act, 1917. The Ministry of Defence has brought to our notice certain anomalies in their pay scales that had

arisen on acceptance of the recommendations of the Fourth CPC and has made certain suggestions in regard to the pay structure of the Engine Room and Deck Staff so as to ensure parity with the scales of pay of industrial/technical employees.

Our recommendations

55.184 On careful consideration of the Ministry's proposals we recommend the following structure for these personnel:

Deck Staff

Existing Category and Pay Scale	Recommended Pay Scale in present terms Rs.
Master, Oil Tanker (Rs.2000-3200)	2000-3500
Master, Grade I (Rs.1600-2660)	1600-2660
Master, Grade II/Mate (Rs.1400-2300)	1400-2300
Serang of Lascar (Rs.1320-2040)	1320-2040
Sukhani Supervisory (Rs.950-1500)	1320-2040
Tindal of Lascar (Rs.950-1500)/ Winchman (Rs.800-1150)	950-1500
Laskar, First Class (Rs.800-1150)/Lascar, Ordinary (Rs.800-1150)	800-1150
Topas (Rs.750-940)	750-940

Engine Room Staff

Senior Engine Driver (Rs.1400-2300)	1640-2900
Engine Driver, Class-I (Rs.1400-2300)	1600-2660
Enginer Driver, Class-II (Rs.1320-2040)	1400-2300
Syrang, Engine Room/Crane Operator/ Engine Driver, Class III (Rs.1200-1800)	1320-2040
Tindal, Engine Room (Rs.950-1500)	950-1500
Greaser/Winchman(Rs.800-1150)	950-1500
Fireman/Assistant Fire Man (Rs.800-1150)	800-1150

FARAKKA BARRAGE PROJECT

Scales of Pay

55.185 There are about 200 posts in the Farakka Barrage Project comprising Deck as well as Engine Staff. They are categorised according to their skill levels on the pattern of workshop staff. Considering the competency certificates essentially required for their recruitment and the capacity of the vessels they work on, we recommend the following pay scales in present terms:-

Deck Staff

Existing Designation and Pay Scale	Recommended Pay Scale Rs.
Inland Master, 2nd Class (Rs.1200-1800)	1320-2040
Serang (Powered Vessel)/Serang (Ghat) (Rs.1200-1800)	1320-2040
Tindal (Rs.950-1400)	950-1500
Sukhani (Rs.800-1150)	800-1150
2nd Sukhani (Rs.775-1025)	800-1150
Manjhee (Rs.800-1150)	800-1150
Winchman (Rs.800-1150)	800-1150
Laskar (Rs.750-940)	750-940
Dande (Unskilled) (Rs.750-940)	750-940

Engine Staff

Driver incharge, 'A' class Vessel (Rs.1400-2300)	1600-2660
Driver, 1st class (Rs.1350-2200)	1400-2300
Operator Crane Floating (Rs.1320-2040)	1320-2040
Driver (Dredger) (Rs.1200-1800)	1320-2040
Driver, IInd class (Rs.1200-1800)	1320-2040
Tindal Engine/Tindal (Ghat) (Rs.950-1400)	950-1500
Greaser (Rs.775-1025)	800-1150

DIRECTORATE GENERAL LIGHTHOUSES AND LIGHTSHIPS

Scales of pay

55.186 There are three departmental launches viz. M.V. Deep Stambh (185 BHP); M.L. Piram (120 BHP) and M.L. Jam Vijay (65 BHP) with the Directorate General. We recommend the following pay scales in present terms taking into account the technical qualifications prescribed for recruitment:- .

Deck Staff

Existing	Recommended Pay Scale Rs.
Master, 1st Class MVD (Rs.1600-2660)	1600-2660
Master, 2nd Class (Rs.1400-2300)	1400-2300
Master, 3rd Class (Rs.1200-1800)	1320-2040
Serang MVD(Rs.1200-1800)	1320-2040
Quarter Master, Grade-I (Rs.950-1400)	950-1500
Quarter Master, Grade II (Rs.800-1150)	800-1150
Serang Noor Sagar(Rs.775-1025)	800-1150
Seaman/Bhandari (Rs.750-940)	750-940

Engine Staff

Driver, MVD (Rs.1400-2300)	1600-2660
Driver, M.L. Piram (Rs.1200-1800)	1400-2300
Driver, M.L. Jamvij (Rs.1200-1800)	1320-2040
Greaser (Rs.800-1150)	950-1500
Greaser (Rs.775-1025)	800-1150
Seaman (Rs.750-940)	750-940

Customs and Central Excise Department, Integrated Fisheries Project and Central Institute of Fisheries, Nautical and Engineering Training, Cochin

Rationalisation of Scales of Pay

55.187 The scales of pay of most of the posts of marine staff in these organisations are considered to be appropriate and these will be placed in the replacement scales corresponding to their present scales of pay. **As a measure of rationalisation, we, however, recommend that the posts of Skipper Mate(Rs.1600-2660) in the Customs and Central Excise Department, and the posts of Engine Driver, Class I (Rs.1400-2300) and Engine Driver, Class II (Rs.1350-2200) in the Integrated Fisheries Project and the Central Institute of Fisheries may be placed in the replacement scales corresponding to the scales of Rs.2000-3500, Rs.1600-2660 and Rs.1400-2300 respectively.**

Photographers and Cameramen

Existing and Proposed Grades

55.188 There are posts of Photographers in different Offices under Ministries like Defence, Water Resources, Agriculture and Human Resource Development. Keeping in view the Recruitment Rules and the structure of photographic cadres in various Ministries/Departments, it is felt that there is a scope for bringing about uniformity in pay scales upto a great extent. **The existing grades, designations and Rules of Recruitment may therefore be standardised as under:**

Proposed grade

Proposed structure of Photographic Posts

Photography (Still)

POST	SCALE OF PAY (Rs.)		MODEOFRECRUITMENT
Director	4500-5700		By promotion
Joint Director	3700-5000		,,
Deputy Director	3000-4500		By promotion
Asstt.Director	2200-4000	i)	50% Direct Recruitment Degree/Diploma in film direction with 2 years experience.

		ii)	50% by promotion from Chief Photographer Rs.2000-3500) and Chief Cinematographer Rs.2000-3500).
Chief Photographer	2000-3500		By promotion
Sr.Photographer Grade I	1640-2900		By promotion
Sr.Photographer Grade II	1600-2660		By promotion
Photographer GradeI	1400-2300		By promotion
Photographer GradeII	1200-2040		90% By direct recruitment : (Matric with diploma in photography and 2 years experience), 10% by promotion from Photography attendant grade I having the qualifications prescribed for D.R.
Photography Attendant Gd.I	950-1500		By promotion
Photography Attendant Grade II	800-1150		By direct recruitment 8th Pass with two years relevant experience).
<u>CINEMATOGRAPHY</u>			
Chief Cinematographer	2000-3500		By promotion:
		i)	50% from still Photographer i.e Senior Photographer Grade I (Rs.1640-2900) if holding diploma in Cinematography.
		ii)	50% from Cinematographer Grade-I (Rs.1640-2900).
Cinematographer Grade I	1640-2900		By promotion
Cinematographer Grade II	1600-2660		By direct Recruitment: Diploma in Cinematography with 5 years experience.

55.189 In the light of the standard grade structure/framework proposed above, changes may be made in the grade structure of photographic posts in the concerned offices/departments as indicated in the chart annexed (Annex 55.5). The standard grade structure proposed above may be replicated only in the case of organisations with large cadre of photographic posts like Armed Forces Film and Photo Division (AFFPD), Ministry of Defence. The grade structure in respect of smaller cadres may be made corresponding to their existing grades and the recruitment rules, while broadly conforming to the standard framework proposed above.

Printing Staff

Classification of Printing Staff

55.190 The Printing Presses under various Ministries and Departments of the Government of India are an 'industry' and Printing Staff are 'workers' as defined in the Industrial Disputes Act. The Printing Staff are also covered by the Factories Act. Despite this, the Printing Staff are not considered industrial workers although they enjoy the benefits of overtime allowance, leave entitlements and retirement age (except in Railways) as industrial workers. The Printing Staff have been considered as 'akin to the generality of workshop staff' and pay scales similar to those of workshop categories have been recommended for them by previous Pay Commissions.

Staff Demands

55.191 The Printing Staff Employees Federation and Associations maintain that the dual status of Printing Staff as Government employees governed by normal rules and also subject to the rules under the Factories Act works to their disadvantage, since they are denied higher pay scales which would have been available to them if they were classified exclusively as industrial staff'. However, the Central Government employees with identical skill levels and job profiles work both in Factories and other establishments of the Government not covered by the definition of 'Factories'. All such employees irrespective of applicability of Central Labour Laws are treated as 'Workshop Staff'

Inter Departmental Committee Report (1987)

55.192 The Fourth CPC, taking note of the fact that the Committees appointed on the recommendations of the earlier Commissions had made an attempt to classify different jobs in various printing trades under the unskilled, semiskilled, skilled and highly skilled categories as obtaining in engineering and other technical trades in industry and government, revised certain pay scales in pursuance of the recommendations of those Committees and recommended that an inter-departmental Committee might look into all the relevant aspects in order to reclassify and remunerate the various jobs in the presses broadly in accordance with the scheme proposed by the Commission for other workers in the workshops. This inter-departmental committee set up in 1987 (IDC'87) noted that the then classification

of industrial posts in the Presses of various Departments were at variance with one another and hence there was disparity in pay scales. The Committee analysed the posts which were wrongly categorised and brought at par those posts which were rightly categorised by each of the Departments in so far as remuneration was concerned. The Committee was of the view that the majority of the printing jobs were appropriately categorised and wherever higher or lower categorisation was noticed, this was remedied. **A summary of important recommendations of IDC'87 is reproduced below :-**

The Committee subscribes to the view of the Fourth CPC regarding akinness of the press staff to that of the workshop staff.

There need not be two categories of highly skilled grade II and highly skilled grade I. Instead, there should be one category called highly skilled. Such posts which are categorised as highly skilled should be given the pay scale of Rs.1200-2040.

All workers who are either appointed as master-craftsmen because of the sophisticated nature of machines being handled by them or by virtue of the skills acquired over long years of service should be considered for promotion as technical supervisors in the next higher grade wherever such an opening is available.

At each level of recruitment, there should be direct recruitment of staff at least to the extent of 25 per cent.

The Presses of the Survey of India should restructure their staff in such a way that all the workers should be placed in one or the other of the following scales of pay depending on their skills.

CLASSIFICATION		SCALE OF PAY IN RS.
Workers classified as		
a) Unskilled		750-940
b) Semi-Skilled		800-1150
c) Skilled		950-1500
d) Highly Skilled		1200-2040
e) Master Craftsman		1400-2300
f) Technical Supervisor	i)	1400-2300
	ii)	1600-2660
	iii)	2000-3200

Survey of India may also determine number of posts in each grade and ensure system of promotion to the next higher grade on the basis of merit-cum-seniority subject to passing of trade tests, if considered necessary.

Presses of the Directorate of Printing and other Presses of the

Government of India like Railway Presses should observe weekly working hours of 44 hours in each shift.

The system of payment of overtime allowance adopted in the presses of the Railways should also be adopted in the Presses under the Directorate of Printing, Survey of India and all other presses under Government of India so that a uniform system of working hours and payment of Overtime Allowance is followed in all.

The system of night duty allowance as is prevalent in the presses of the Railways may also be introduced in the presses of the Directorate of Printing, Survey of India and other presses under Government of India.

The Committee recommends that there should be parity of leave between the workers of other presses of the Government of India and the Railways.

There should be uniformity not only in the pay scales of all the employees in all the Presses being manned by the various Departments of the Government of India but in other spheres of service conditions as well. Therefore, other areas of disparity which are not looked into by the Committee may be looked into by each of the Department itself to bring parity.

If any of the employees declines to accept the uniform service conditions recommended by the Committee and accepted finally by the Government, such an employee may not be made eligible for the benefits that may accrue as a result of the acceptance of the recommendations of the Committee.

The topmost floor supervisors in all the Departmental presses, wherever they exist under the Government of India, should be remunerated in the scale of Rs.2000-3200.

Inter Departmental Committee constituted by 5th CPC (1995)

55.193 We received a large number of memoranda regarding disparity in pay scales and service conditions of Printing Staff working under different Ministries and Departments. We constituted an inter-departmental Committee to look into these issues de-novo in April, 1995. The Committee was asked to submit a report to us before finalisation of our report. This Committee (IDC'95) submitted its report in December 1995.

54.194 IDC'95 while recommending rationalisation of pay scales of certain categories of staff and Printing Techincal Officers made the following significant observations :

i) Since the distribution of posts in different organisations is made on

the basis of work requirement and after review of work content etc., it might neither be possible nor desirable to prescribe a uniform structure to be followed by all the departments.

ii) As regards amenities and service conditions, exact uniformity may not be possible in respect of all amemties and service conditions However, the Committee recommends that risk allowance at an appropriate rate may be granted to all categories of employees who come in contact with poisonous/hazardous chemicals and/or materials during the course of their duty. All industrial employees should have the same leave entitlement and encashment as admissible to industrial employees of the Railways.

55.195 The pay scale-wise distribution of Printing Staff and officers under various Ministries and Departments is given below:-

	750-940	775-1025	900-1150	825-1200	950-1500	1150-1560	1200-1800	1320-2040	1350-2200	1400-2300	1600-2600	1640-2900	2000-3200	2000-3500	2375-3500	Total
Ministry of Urban Affairs & Employment																
Dte. of Printing / Govt of India Presses	1440	17	384	--	6340	--	1097	1486	--	953	250	44	41	33	16	12103*
Ministry of Finance																
India Security Press, Nasik	--	--	--	--	--	--	--	--	--	123	95	--	--	43	--	258
Currency Note Press, Nasik/ Bank Note Press, Dewas	39	--	38	05	99	--	--	63	59	92	76	--	--	19	--	490
Security Printing Press, Hyderabad	58	--	106	279	103	19	25	37	25	17	14	--	--	08	--	691
Budget Press	06	--	--	--	03	--	--	23 $		14	01	--	01	01	--	49
Ministry of Railways																
Railway Presses	199	--	574	61	1192	--	1207	1417	--	473	47	--	45	12	26	5253
Ministry of Communications																
Postal Printing Press Bhubneshwar	33	--	02	--	86	06	01	09	04	14	02	--	03	--	01	161
Department of Science and Technology																
Survey of India Press	--	--	607	--	01(*)	--	--	--	--	918 #	--	01	--	28	--	1555
TOTAL	1769	23	1711	345	7824	25	2330	3035	88	2604	485	45	90	142	43	20560

(Data collected in 1995-96) (*)(Rs.950-1400) $ (Rs.1200-2040) # (Rs.1400-2600) * Actual strength in GOI Press

A comparative position of salient features of service conditions of Printing Staff has been compiled by us as indicated below :-

	Classification as Workshop categories	Pay Scales as Workshop categories	Working Hours	OTA	NDA	Leave	Retirement Age	Bonus
Railway Printing Presses Ministry of Railways	Yes	Yes	44 hours per shift in a week (Two shifts)	44 to 48 hours (Single rate) Beyond 48 hrs (Double rate)	Yes, for second shift	As for non-industrial staff in Railways.	58 yrs	PLB
Govt. of India Presses (Ministry of Urban Affairs & Employment)	Yes	Yes	44 hours/week (Day Shift) 38 hours/week (Second/Night Shift)	Double rate	No, Shorter Duty hours in Night shift	As for Industrial Staff	60 yrs except for MCM	PLB
Survey of India Presses (Dept of Science & Technology)	No	No	46 hours/week Three shifts	Not being paid due to non-availability of funds	No	As per CCS(Leave) Rules, 1972	Gr D/Tech non-industrial staff Gr C 58 years Labour 60 years	PLB

India Security Press(ISP) Currency Note Press(CNP) Bank Note Press(BNP) Budget Press (Ministry of Finance)	No	No (Unclassified industrial Cadre	44 hours	Single rate upto 48 hours Double rate beyond 48 hours	Yes	As for Industrial Staff	60 yrs	Incentive Bonus HNP, Dewas, CNP Nasik (Op Incentive Scheme)
Postal Printing Press (Ministry of Communications)	Yes	Yes	44 hours (Morning Shift) 38 hours (Evening Shift)	Single rate beyond working hours	No, Shorter Duty hours in Night Shift	As for Industrial Staff	58 for Group'C' 60 for Group'D'	PLB

Legend: OTA : Overtime Allowance
NDA : Night Duty Allowance
PLB : Productivity Linked Bonus

General Issues

55.196 After examining the representations, memoranda, reports of Inter-Departmental Committees and material submitted to us at the time of oral evidence, we have identified following general issues and demands for our consideration:

Revision of Pay Scales and/or classification of skills of various printing posts in the Presses under different Ministries/Departments as a sequel to the recommendations of IDC'87.

The Printing Press is an industry as defined in the Industrial Disputes Act. The press workers are industrial workers and should not be continued to be treated as workshop staff. The Press workers should be divided into following four categories only :

a) Semi-skilled
b) Highly Skilled
c) Master Craftsman
d) Supervisory

Disparity in the pay scales between Letter Press stream and Offset Press stream.

Uniformity among Printing Staff working under different Ministries/Departments in respect of service conditions :-

- Working Hours
- Overtime Allowance
- Night Duty Allowance
- Leave Entitlement
- Retirement Age
- Bonus

Views of the Ministry of Urban Affairs and Employment

55.197 The Ministry of Urban Affairs and Employment has explained that the Government accepted all the recommendations of the IDC '87 regarding classification and pay scales of Printing Staff except the following :-

I) IDC'87 recommended merger of the two grades of Compositor Grade I and II and categorised them as highly skilled with the pay scale of Rs.1200-2040. The recommendation was not accepted on the ground that the category of compositor was a dying category. It was decided

that the categories of Compositor Grade I and II working in the Govt. of India Presses under the Directorate of Printing would continue to have the existing pay scales of Rs.1200-1800 and Rs.950-1500 respectively.

II) The Committee recommended that there need not be two categories of highly skilled Grade I and II and instead there should be only one category called highly skilled. Further, such posts categorised as highly skilled should be given the scale of Rs.1200-2040 which was a unified scale of Rs.1200-1800 and Rs.1320-2040. The Ministry of Finance, while accepting the recommendations of the IDC '87 however, decided that the pay structure of the Printing Staff should be as follows :-

CLASSIFICATION OF THE POST	PAY SCALE (RS.)
Unskilled	750-940
Semi-Skilled	800-1150
Skilled	950-1500
Highly Skilled (Gr.II)	1200-1800
Highly Skilled (Gr.I)	1320-2040
Master Craftsman	1400-2300
Technical Supervisors	1400-2300
	1600-2660
	2000-3200

The pay scale of Rs.1200-2040 does not find any place in the above pay structure.

Our views and recommendations on general Issues

55.198 We find that different Ministries/Departments have, by and large, implemented the instructions of the Government issued after recommendations of the IDC'87 in respect of classification and pay scales of the Printing Staff. Further, IDC'95, has endorsed the existing position in respect of compositors and pay structure approved by the Government. This Committee has observed that since the distribution of posts in different organisations is made on the basis of work requirement and after review of the work content, it might not be possible nor desirable to prescribe a uniform structure to be followed by all the departments. It may, however, be mentioned that the matching of skill-classification and commensurate pay scales has by and large, been achieved. The changes in pay scales proposed by us would further bring parity among different organisations.

55.199 The 'Printing Staff' enjoy most of the benefits available to industrial staff - retirement age of 60 yrs. (in Govt. of India Presses), maximum 48 working hours in a week, overtime at double the rates, access to Labour Courts, applicability of Workmen's Compensation Act, canteen facilities, etc. They also participate in the JCM scheme and can seek redress of their grievances in Central AdministrativeTribunals **The "workshop category" status thus gives them dual benefits of industrial and non-industrial categories. We recommend that their**

present status be continued.

55.200 We have already noted that the classification of Press Workers was accepted by the Government on the recommendations of IDC '87. **In our opinion the classification made by this Committee was fair and just. There is no justification for any change in classification as demanded. We have, however, recommended merger of two highly skilled grades of Rs.1200-1800 and Rs.1320-2040 into a single grade of Rs.1320-2040 for workshop staff in general. This would be applicable to Printing Staff as well.**

55.201 We are of the opinion that the skill levels required in Offset Presses are distinctly higher compared to Letter Presses. Letter Press technology is being phased out. Most of the staff in Letter Presses belong to dying categories. This has been kept in view while recommending the pay scales for workers.

55.202 The Ministry of Urban Affairs and Employment maintains that the comparison between the employees of the Railways and those of other Central Government Industrial Establishments would appear to be inconsistent as the former employees are governed by a separate set of rules. Employees of the railways retire on attaining the age of 58 yrs., whereas the employees working in the Presses fall within the definition of 'Workmen' and are consequently eligible for retirement at the age of 60 yrs.

55.203 **We make the following recommendations on general issues/demands:-**

i) **Working Hours be made uniform for all Press employees as in the Railways ;**

ii) **Overtime be paid to them at double the rate only beyond 48 hours a week as stipulated in the Factories Act;**

iii) **Night Duty Allowance be paid to them provided weekly working hours are uniformly prescribed as 44 hours. (In Government of India (GOI) Presses employees are compensated by less hours of work during night shift. This arrangement can continue in GOI presses).**

iv) **Leave entitlements be linked to retirement age. The retirement age is proposed to be increased to 60 years for all employees. The leave entitlements of Press workers are, therefore, recommended to be at par with industrial workers.**

v) **Productivity Linked Bonus be continued to be paid to Press Workers as for other employees in different ministries and departments.**

55.204 **We further make following recommendations on the demands of press staff for allowances:-**

Washing Allowance

Washing Allowance as recommended by us for to Group 'C' and Group 'D' employees who are supplied uniforms would be

granted to the Press employees.

Provision of Uniform under the Factories Act

Press Workers who are not given uniforms should be covered for this purpose in terms of the provisions of the Factories Act and provided uniforms.

Risk Allowance for Press Employees of Letter Press handling Chemicals

Letter press technology is being phased out in all Central Government departments. This process should be expedited and existing letter presses/equipment replaced with modern off-set or electronic systems. We have in general recommended that the risk allowance be restricted to categories of staff already covered for this purpose. We, therefore, do not propose to extend this benefit to Letter Press staff.

Transport Subsidy for Night Duty Shift or Extra Duty Allowance

We have recommended grant of transport allowance to all Central Government employees. This would cover press workers also.

55.205 We will discuss below the issues peculiar to press staff in different ministries/departments as well as indicate the pay scales recommended by us.

MINISTRY OF URBAN AFFAIRS AND EMPLOYMENT

Government of India

We recommend following scales of pay in the light of our general recommendations above:

Letter Press

	Pay Scale(Rs) Existing	Recommended (in present terms)
Labourer	750-940	750-940 | Group 'D' Three Grade
Labour Supervisor	750-940	775-1025 | Structure
Machine Attendent	800-1150 |	
Machine Assistant	950-1500 |	No change
Assistant Binder	950-1500	950-1500
Compositor/Distributor Grade II	950-1500	950-1500
Copy Holder	950-1500	950-1500
Reviser	1200-1800	1320-2040
Compositor/Distributor Grade I	1200-1800	1320-2040
Binder	1200-1800	1320-2040
Reader	1320-2040 |	
Binder Special Grade	1320-2040 |	
Machineman	1320-2040 |	
Lino Operator/Mono Operator	1320-2040 |	
Technical Operator Varitype	1320-2040 |	
Phototype Setter	1400-2300 |	
Section Holder	1400-2300 |	
Section Holder (Case)	1400-2300 |	
Section Holder(Machine)	1400-2300 |	
Section Holder (Bindery)	1400-2300 |	
Foreman Stereo	1600-2660 |	No change
Foreman Lino/Foreman Mono	1600-2660 |	
Foreman (Case)	1600-2660 |	
Foreman (Bindry)	1600-2660 |	
Foreman (Machine)	1600-2660 |	
Head Reader	1600-2660 |	
Overseer	1640-2900 |	
Assistant Manager (Technical)	2000-3500 |	No change
		2500-4000 Asastant Director/Outside Printing)/ Deputy Manager(Technical) New Level
Manager Letter Press		

Deputy Director (Printing)	3000-4500	No change	
General Manager	3700-5000	No change	
Joint Director (Technical)	4100-5300	4500-5700(composite RRs but the post be confined to Printing Technical Officers)	
Director (Printing)	4500-5700	5100-6150	
Mono Caster Operator (Rs 950-1500)			No change in pay scales
Metal Melter (Rs 950-1500)			
Roller Moulder (Rs.800-1150)			
Proof Press Man Grade II (Rs 800-1150)			
Assistant Mechanic (Printing and Binding) (Rs 950-1500)			
Barman (Rs 800-1150)			
Proof Press Man (Rs 950-1500)			
Assistant Mechanic (Mech Composing) (Rs 950-1500)			
Mechanic (Printing & Binding) (Rs.1320-2040)			
Mechanic (Mech Composing) (1320-2040)			
Head Mechanic (Printing & Binding) (Rs.1400-2300)			
Head Mechanic (Mech Composing) (Rs 1400-2300)			
Section Holder Mono Casting (Rs 1400-2300)			
Supervisor Mechanic (Ex-cadre) (Rs 1400-2300)			

OFFSET PRESS

Designation		Pay Scale (Rs) Existing	Recommended (in present terms)
Machine Attendant		950-1500	950-1500 Offset Machine Assistant Grade II
Assistant Plate Maker		950-1500	950-1500
Machine Assistant		1200-1800	1320-2040 Offset Machine Assistant Grade I
Dark Room Assistant		1200-1800	1320-2040
Machineman		1400-2300	1400-2300 Offset Machine Assistant Grade II
Junior Artist/Assistant Artist Retoucher	1400-2300	1600-2660	
Cameraman		1400-2300	1400-2300 6 years 1640-2900 Senior Cameraman
Artist/Artist Retoucher		1600-2560	1640-2900
Machineman Special Grade		1600-2660	1600-2660 Offset Machine Assistant Grade I
Technical Officer		2000-3200	2000-3500
Deputy Manager (Photolitho)/ Technologist (Process)/Technologist (Printing and Binding)		2375-3500	2500-4000
Manager/Works Manager		3000-4500	3000-4500
General Manager		3700-5000	3700-5000
Joint Director(Technical)		4100-5300	4500-5700 Composite RRs but post beconfined to Printing Technical Officers
Director (Printing)		4500-5700	5100-6150
Ex-cadre Posts			
Welder/Blacksmith/Plate Mounter and Finisher/Carpenter		(Rs.950-1500)	
Technical Assistant Varitype (Rs.1320-2040)			
Etcher (Rs 1320-2040)			
Supervisor (Mech) (Rs 1400-2300)			
Phototype Setter/Key Board Operator (Rs.1400-2300)			No change in pay scales
Instructor (Maintenance (Rs.1400-2300)			
Foreman (Planning) (Rs.1600-2660)			
Inspector (Control) (Rs.1640-2900)			

Mastercraftsman: Age of Superannuation

55.206 The National Federation of Printing Stationery and Publication Employees has protested against the fixation of a lower age of superannuation i.e. 58 years for Mastercraftsmen as compared to 60 years for other workmen in Government of India printing presses. The Ministry of Urban Affairs has informed us that the matter in regard to retirement age of posts categorised as 'Master Craftsman' is under consideration in consultation with the Department of Personnel and the Ministry of Finance. We are of the view that Master Craftsman is a workman and not a supervisor. Except in Railways where retirement age is uniformly 58 years for all railwaymen, the workers (including mastercraftsmen) retire at the age of 60 years. **We, therefore, recommend that the age of superannuation of all Master Craftsmen in Government of India Printing Presses be fixed at 60 years as for all other workmen. We have otherwise recommended enhancement in the age**

of superannuation from 58 years to 60 years for all Central Government employees.

Compositors in Government of India Presses: Demands

55.207 The Compositors of the Government of India Presses were not satisfied with the recommendations of IDC'87 regarding their pay scales. They have the following issues for our consideration:-

I) As a result of IDC '87 recommendations the pay scale of Distributor was revised from Rs.950-1400 to Rs.950-1500 which created an anomaly since Compositor Grade II (Rs.950-1500) is a promotion post for Distributor.

ii) The mechanical composing staff and hand composing staff in letter presses have similar educational and technical qualifications prescribed for their jobs but their scales of pay are different as shown below:

Occupation	Nature of duties	Pay Scale
		(Rs.)
Mono Operator	Machine Work	1320-2040
Lino Operator	-do-	950-1500
Mono Operator	-do-	950-1500
Distributor	Hand Work	950-1500
Compositor Grade II	Hand Work	950-1500
Compositor Grade I	-do-	1200-1800

Our observations

55.208 We have examined this issue in the light of pay structure recommended by us above. We make following observations:-

I) The pay scales of Compositor Grade I and Mono Operator will be identical as a result of our recommendation on merger of two highly skilled grades of Rs.1200-1800 and Rs.1320-2040 into a single pay scale.

ii) It is not correct to say that the post of Compositor II is a promotion post for Distributors. The Recruitment Rules indicate direct recruitment for both these categories with identical qualifications.

iii) IDC '87 noted that Lino and Mono Composition machines were virtually extinct and not manufactured anywhere and that the Presses were switching over to Photo Typesetting. The Committee further observed that Compositors after retraining would become eligible, subject to passing of trade test, for higher pay scale of Photo Typesetter Operator.

55.209 There are at present only 6 letter presses (out of 21) under Directorate of Printing. These would either be transformed into Offset Presses or phased out in due course. The decision on the pay scales of compositors in this context was quite appropriate. IDC'95 has also recommended retention of existing pay scales for Compositors in present terms.

55.210 The Compositors have further alleged in their representation to us that a Supreme Court observation to fix the ratio of 33 1/3 : 66 2/3 between the posts of Compositor Grade I and Compositor Grade II has not been acted upon by the Government. The Compositors have demanded that they should be equated with highly skilled workers.

55.211 The Ministry has explained that a writ petition filed by Compositors Grade II seeking Supreme Court's directive placing all Compositors in Grade I i.e. Rs.1200-1800 was dismissed by the Court. Hon'ble Supreme Court, however, made following commendation in the matter:-

> "We are, however, of the view that the cadre of Compositer Gr.I 'highly skilled' should be enlarged. The Compositors are persistently demanding the upgrading of whole of the cadre. The 'Committee' also recommended that suitable percentage be upgraded. The Government created higher grade for 20% of them. Keeping in view the large number of Compositors all over the country and to remove stagnation, we are of the opinion that the ratio between the two cadres should be 33-1/3% : 66-2/3%. We, therefore, commend to the respondent to increase the strength of the cadre of Compositors Grade I 'highly skilled' to 33-1/3% with effect from April, 1992."

Our recommendations

55.212 The Government examined Supreme Court's commendations but decided not to accept the same. **Our recommendations on the pay scales would improve the remuneration of Compositors Grade I in present terms. Further, the provisions of Assured Career Progression Scheme would provide relief to the entire category. We will leave the issue of inter-grade ratio for the Government to decide, since the letter press is being phased out and the Compositors declared a dying category.**

Printing Technical Officers: Demands

55.213 The Association of Printing Technical Officers has raised following issues:-

i) Disparity in pay scales between officers of Letter Press and Offset Press.

ii) Disparity in pay scales of officers engaged in printing process under different Ministries and Departments.

iii) The Technical Officers in the printing sector recruited through UPSC should have promotion avenues at par with officers of Indian Information Service.

iv) The recruitment rules for technical officers in different Ministries should be uniform.

55.214 We have carefully considered all issues raised by the Association. Our observations are made in the succeeding paragraphs.

Our Views

55.215 **There is no justification for disparity in pay scales at managerial level of Letter Press and Offset Press under Directorate of Printing. This has been removed in the revised pay structure recommended by us. The post of Joint Director of Printing is proposed to be earmarked for Printing Technical Officers only.**

55.216 **The disparity between scales of pay of officers in Govt. of India Presses, Survey of India Press and Railway Presses has been removed in the pay structure proposed by us.** The recommendations of IDC '95 have been kept in view This committee proposed following changes in pay scales :-

	PAY SCALE (RS.)	
	EXISTING	**PROPOSED BY IDC'95**
Director of Printing (Dte.of Printing)	Rs.4500-5700	Rs.5900-6700
Jt. Director (Tech.) (Dte. of Printing)	Rs.4100-5300	Rs.4500-5700
Jt. Director (Ptg.) (Rly. Bd.)	Rs.3700-5000	Rs.4500-5700
Dy. General Manager (Min. of Finance)	Rs.4100-5300	Rs.4500-5700
Chief Manager (Map. Repord) Survey of India	Rs.3700-5000	Rs.4500-5700
Manager (Dte. of Ptg.)	Rs.3000-4500	Out of 21 posts, 2 posts may be placed in the scale of Rs.37005000 with the designation of G. M.
Sr. Manager (Map.Repord) Survey of India	Rs.3000-4500	Out of 7 posts, 1 post may be placed in the scale of Rs.3700-5000 with designation of Dy. Chief Manager(Map. Reprod)

55.217 The status of Security Printing Press and Bank Note Press under the Ministry of Finance is different, being state of the art printing presses. These are not comparable with Government of India or Railway Presses. There is a slight difference in the pay structure of officers recommended by us in Security Presses as compared to GOI/Railway Presses.

General policy on assured promotions recommended by us would cover the Printing Technical Officers

The recruitment qualifications in Government Presses (except Security Presses) are, by and large, similar In Security Presses enhanced qualifications for higher level posts are justified.

MINISTRY OF RAILWAYS

Railway Presses

Following pay scales are recommended for staff in railway presses:

Designation	Pay Scale (Rs) Existing	Recommended	
Khalasi/Watchman	750-940	750-940	
Basic Tradesman	800-1150	800-1150	
Packet I Despatcher	825-1200	825-1200	
Mono Caster/Compositor HS III/Machineman/ Binder/Stereo Typer/Roller Caster/MC Operator/ MTC HS III/STC HS III/Junior Reader	940-1500	940-1500	
Mono Key Board Operator/Mechanic/Fitter HS II Proof Reader/Computer/Mistry II/Ticket Printer	1200-1800	1320-2040	
Mechanic Grade I/HS Fitter Grade I/Proof Reader I/Ticket Printer HS I/Ticket Compositor HS I/			
Ticket Compositor/M/C Operator	1320-2040	1320-2040	
Mistry/Craftsman/MTC/TP/TC/ Head Mechanic	1400-2300	1400-2300	
Head Reader	1600-2660	1600-2660	
Chargeman 'B'	1400-2300	1600-2660	Part direct recruitment
Chargeman 'A'	1600-2660	1640-2900	of diploma engineers
Foreman II	2000-3200	2000-3500	Parity with Technical
Foreman I	2375-3500	2375-3750	Supervisors in Wkshop
Assistant Manager/Assistant Superintendent	2000-3500	2500-4000	
Manager/Superintendent (Printing & Stationery)	3000-4500	3000-4500	Parity with Government
Senior Manager/Senior Supdt. (Pg & Stn)	3700-5000	3700-5000	of India Presses
Joint Director (Printing)	3700-5000	4500-5700	
Chief Superintendent (Printing & Stationery)	5100-5900	5100-6150	

MINISTRY OF COMMUNICATIONS

Postal Printing Press: Pay Scales

Designation	Pay Scale (Rs) Existing	Recommended	
Labourer	750-940	750-940	
Attendant(Plate Making/Machine)	800-1150	800-1150	
Assistant Plate Maker	950-1500	950-1500	
Machine Assistant	950-1500	950-1500	Machine Assistant Gr II
	--	1320-2040	Machine Assistant Gr I
Plate Maker	1320-2040	1320-2040	
Machineman Grade II	1350-2200	1400-2300	
Machineman Grade I	1400-2300	1600-2660	
Bindry Assistant/Copy Holder/Assistant Mechanic	950-1500	950-1500	
Binder Grade II	950-1500	1320-2040	
Binder Grade I	1150-1500	1320-2040	
Section Holder(Bindry)	1400-2300	1400-2300	
Foreman(Bindry)	1400-2300	1600-2660	
Technical Officer	2000-3200	2000-3500	
Deputy Manager	2375-3500	2500-4000	
Manager	3000-4500	3000-4500	

DEPARTMENT OF SCIENCE AND TECHNOLOGY

Survey of India Presses

55.218 IDC '87 noted the peculiar system of remunerating the various posts in the Survey of India. The initial recruitment is done as a trainee type 'B', who is given the scale of Rs.950-1400. Thereafter the trainee has to undergo training in the relevant trade for two years and is given the next scale of Rs.975-1540, subject to his passing the trade test. Further promotion in the next grade in each trade is subject to passing of trade tests on completion of a qualifying service of 3, 2 years in the lower grade. In this way a trainee type 'B' over a period of approximately 7 years gets automatically elevated to the pay scale of Rs.1350-2200.

55.219 The Committee recommended that the presses of Survey of India should restructure their staff in such a way that all the workers should be placed in one or the other of standard workshop pay scales recommended by the Committee, depending on their skills. There is, however, no change in the pay structure of Press staff under Survey of India. The recommendations of IDC '87 obviously could not be implemented.

Our recommendations

55.220 IDC'95 has proposed retention of existing pay structure in the Presses of Survey of India. Since the topographical trainees in Survey of India enter different cadres/trades, it may not be possible to revise the payscales of printing categories alone. **The present pay structure may, therefore, be retained with the exception of Head Book Binder's pay scale which may be rationalised from the existing Rs.950-1400 to Rs.950-1500.**

55.221 **One post of Sr. Manager (out of 7) be upgraded from existing pay scale of Rs.3000-4500 to Rs.3700-5000 and designated as Dy. Chief Manager. Consequently, the post of Chief Manager be upgraded to the pay scale of Rs.4500-5700.** This has been done on recommendations of IDC '95.

Designation	Pay Scale (Rs.) Existing	Recommended (in present terms)	Remarks
Book Binder	800-1150	800-1150	No change
Head Book Binder	950-1400	950-1500	
Engraver Div II/Topographical Trainee Grade II	1350-2200	1400-2300	
Engraver Div I	1400-2600	1600-2660	Rationalisation
Technical Assistant	1400-2600	1600-2660	
Assistant Supervisor	1640-2900	1640-2900	
Assistant Head Engraver	2000-3500	2000-3500	
Works Manager	2000-3500	2000-3500	
Assistant Manager(Map Reproduction)	2000-3500	2000-3500	
Manager (Jr.) (Map Reproduction)	2200-4000	2200-4000	
Manager (Sr.) (Map Reproduction)	3000-4500	3000-4500	
—	—	3700-5000	Deputy Chief Manager
Chief Manager	3700-5000	4500-5700	

MINISTRY OF FINANCE

We recommend following scales of pay in accordance with our general recommendations on the pay structure of printing staff and technical supervisors recruited with 'diploma' qualification for staff in presses under Ministry of Finance.

India Security Press - Currency Note Press, Nasik

Designation	Pay Scale (Rs.) Existing	Recommended (in present terms)	Remarks
Assistant Supervisor	1400-2300	1600-2600	Diploma in Printing Technology or Degree in Science + 1 year's exp
Junior Supervisor	1600-2660	1640-2900	Upgradation of feeder post
Supervisor	2000-3500	2000-3500	
Assistant Works Manager	2200-4000	2200-4000	
Deputy Works Manager	3000-4500	3000-4500	
Works Manager	3700-5000	3700-5000	
Deputy General Manager	4100-5300	4500-5700	Rationalisation of pay scale
General Manager	5900-6700	5900-6700	
Assistant Inspector Control	1400-2300	1400-2300	
Inspector Control	1600-2660	1600-2660	
Artist	2000-3500	2000-3500	
Assistant Manager(Design)	2200-4000	2200-4000	
Deputy Manager (Design)	3000-4500	3000-4500	
Manager (Design)	3700-5000	3700-5000	

SECURITY PRINTING PRESS, HYDERABAD

Designation	Pay Scale (Rs.) Existing	Recommended	Remarks
Mazdoor	750-940	750-940	
Junior Machine Assistant	825-1200	950-1500	Diploma in Printing or ITI offset with 1 yr or NAC with 2 yrs' experience
Senior Machine Assistant	950-1400	1320-2040	Promotion 100% no direct recruitment as at present
Machine Minder Grade II	1150-1500	1400-2300	Diploma in Printing
Machine Minder Grade I	1320-2040	1600-2660	Promotion 100% no direct recruitment as
Foreman (Printing)	1350-2200	1640-2900	at present
Plate Maker Grade II 2 posts	1150-1500		
Plate Maker Grade I 2 posts	1320-2040	1320-2040	Plate Maker Grade II 3 posts
—	—	1400-2300	Plate Maker Grade I 1 post
Camera Operator	1350-2200	1600-2660	Promotion post for Plate Maker Grade I
Assistant Technical Officer	1400-2300	1600-2660	Diploma in Printing
Deputy Technical Officer	1600-2660	1640-2900	
Technical Officer	2000-3500	2000-3500	
Assistant Works Manager	2200-4000	2200-4000	
Deputy Works Manager	3000-4500	3000-4500	
Works Manager	3700-5000	3700-5000	
—	—	4500-5700	Deputy General Manager (to be upgraded/ created by matching surrender)
General Manager	5900-6700	5900-6700	

BANK NOTE PRESS, DEWAS

Designation	Pay Scale (Rs.) Existing	Recommended (in present terms)	Remarks
Mazdoor (Printing)	750-940	750-940	
Attendant (Printing & Plate making)	800-1150	800-1150	
Bindry/Printing Assistant	825-1200	825-1200	
Junior Machine Assistant	950-1500	950-1500	
Senior Machine Assistant	1320-2040	1320-2040	
Junior Operator	1350-2200	1400-2300	Rationalisation of pay scale
Senior Operator	1400-2300	1600-2660	
Deputy Technical Officer	1600-2660	1640-2900	

Technical Officer(Plate making & Printing)	2000-3500	2000-3500	
Assistant Works Manager -do- (13 Posts)	2200-4000	2200-4000	(10 Posts)
		3000-4500	(3 Posts) Deputy Works Manager
Deputy Works Manager*	3700-5000	3700-5000	Works Manager
Deputy General Manager	4100-5300	4500-5700	Rationalisation of pay scale
General Manager	5900-6700	5900-6700	

Note: * The existing post of Deputy Works Manager be re-designated as Works Manager Three posts of Assistant Works Manager be upgraded to the pay scale of Rs.3000-4500 and designated as Deputy Works Manager.

BUDGET PRESS

Designation	Pay Scale (Rs.)		Remarks
	Existing	Recommended	
Attendant(Offset M/C)/Bindry Assistant	950-1500	950-1500	
Office Machine Assistant	1200-1800	1320-2040	Rationalisation of pay scale
Offset Machineman Grade II	1350-2200	1400-2300	
Machine Operator	1400-2300	1600-2660	Offset Machineman Grade I (instead of Machine Opr.)
Foreman Bindry	1600-2660	1600-2660	
Supervisor Machine Section/Pre-Process	2000-3200	2000-3500	Rationalisation of pay scale
Deputy Manager (Press)	2000-3500	2500-4000	
Manager Press	3000-4500	3000-4500	
IBM Operator	1320-2040	1320-2040	
Junior Composing Assistant	1320-2040	1320-2040	
Assistant Artist (Retouching)	1400-2300	1400-2300	
Cameraman	1400-2300	1400-2300	
Technical Assistant(Retouching)	1600-2660	1600-2660	
Technical Assistant (Layout)/Varitype Operator/ Senior Composing Assistant	1400-2600	1600-2660	
Press Assistant (Maintenance)	1400-2300	1600-2660	

Full utilisation of capacity

55.222 **It has come to our notice that the Budget Press under Ministry of Finance does not have adequate work throughout the year. There should be a coordination committee of different Ministries/Departments to ensure that the spare capacity of Presses is utilised during the off-season.**

DEFENCE ESTABLISHMENTS

Ammunition Factory, Khadki, Pune: Demands

The compositors and Printing Machine Operators in Ammunition Factory, Pune have demanded the following pay scales:-

Category	Pay Scale (Rs.) Existing	Proposed
Semi skilled	800-1150	--
Skilled	950-1500	1200-1800
Highly Skilled Grade II	1200-1800	1320-2040
Highly Skilled Grade I	1320-2040	1400-2300

They have further represented to us that the Third and Fourth CPCs did not make any specific recommendations for betterment of these

trades in the matter of pay or promotion avenues. Promotion avenue to the post of Chargeman-II (technical) should be made available to these trades by fixing 10% quota in the promotion grade. Employees having Diploma in Printing or apprenticeship in composition/Printing Machine Operation with 5 years experience should be made eligible for promotion to Chargeman II (technical).

Our recommendations

55.223 We find that in Letter Presses under the Directorate of Printing, the Machine Attendants/Operators are placed in pay scales identical to existing pay scales in Ammunition Factory, Pune. The Compositors in Government of India Presses are directly retruited in the skilled grade of Rs.950-1500 with the qualifications of Matriculation, knowledge of composition and proof .correction in English, Hindi/Regional Language and Act Apprenticeship or Certificate at + 2 level (Hand Composing) or 3 years in trade. This is not comparable to compositors in Ammunition Factory who are promoted from Semi-skilled grade of Rs.800-1150. The unskilled labourers are promoted to semi-skilled grade after trade test and 3 years' service. Likewise the Printing Machine Operators are inducted through semi-skilled grades. This is also not comparable with GOI presses. **We, therefore, do not consider the demand for higher pay scales as justified. However, we have recommended merger of Highly Skilled grades. This would cover staff in the ammunition factory also. Further, the demand for fixing a promotion quota to some trades only for the post of Chargeman II (technical) is not considered justified.**

Ordnance Factory Board (OFB) Representation of Federations

55.224 The Federations of Defence employees have represented that the orders of Government on the recommendations of IDC '87 have not been implemented in Ordnance Factories and that there is no proper grade structure for press staff The Ordnance Factory Board has submitted the following clarification on the issues raised by the Federations:-

Views of OFB

"The Industrial employees working in printing presses in Ordnance Factories belong to 3 trades, viz., Book Binder, Compositor and Printing Machine Operator. All these 3 trades have a 4 grade structure, viz., Semi-skilled, Skilled, Highly Skilled Grade II and Highly Skilled Grade I in the pay scales of Rs.800-1150, Rs.950-1500, Rs.1200-1800 and Rs.1320-2040. The industrial employees in the grade of Highly Skilled Grade I are also eligible for promotion to Chargeman Grade II/Technical in the pay scale of Rs.1400-2300, which is in their direct line of promotion.

It would, therefore, be evident from above that printing press employees in Ordnance Factories, like their counterparts in other trades/grades, have a viable cadre structure and a well defined line of promotion. Therefore, the observations made in the representation that the printing press employees have no proper grade structure or line of promotion are not correct.

Regarding the implementation of the recommendations of the Inter-Departmental Committee, it is brought out that both AIDEF and INDWF in their memoranda submitted to the Fifth CPC have requested for implementation of the recommendations of the Inter-Departmental Committee in respect of the printing press employees working in different Directorates under MOD.

Since pay scales of various industrial jobs in Ordnance Factories and other Directorates under MOD have been fixed based upon job evaluation carried out by the Expert Classification Committee, it would not be pragmatic to review the pay scales of a particular category viz. printing staff, on the basis of parity with other Govt. Departments, since it would then disturb interse parity of these jobs vis-a-vis other jobs and is likely to lead to demands for similar upgradations from employees in trades/grades which carry similar point or higher ratings."

Our recommendations

55.225 **We recommend that the pay scales recommended by IDC'87 to printing staff in Defence Establishments be granted to staff in Ordnance Factories with suitable modification in respect of proposed merger of Highly Skilled I & II pay scales. These are indicated below :-**

DESIGNATION	RECOMMENDED PAY SCALE (IN PRESENT TERMS)(Rs.)	REMARKS
Section Holder (Binding)	1400-2300	
Head Mechanic	1400-2300	
Mechanic	1320-2040	
Asstt. Mechanic	950-1500	
Mechineman	950-1500	Redesignate as Machine Assistant
Binder Gr.I	1320-2040	
Binder Gr.II] Book Binder]	950-1500	Redesignate as Bindery Assistant
Offset Machineman Gr.II	1320-2040	
Offset Machineman Gr.I	1400-2300	

(To maintain parity with GOI press staff, the pay scales of Offset Machinemen are proposed to be Rs.1320-2040 and Rs.1400-2300)

Helio Operator	1320-2040	Redesignate as Plate Maker
Reader Gr.I	1320-2040] merged into 1320-2040	
Reader Gr.II	1200-1800]	
Printing Assistant	1400-2300	
Copy Holder	950-1500	
Electrician	1320-2040	

Junior Artist	1400-2300	
Senior Artist	1600-2660	
Artist (Retoucher)	1600-2660	
Asstt. Artist (Retouching)	1400-2300	
Cameraman	1400-2300	
Dark Room Asstt.	1320-2040	
Technical Asstt. (Varitype)	1320-2040	
	1400-2300 * *	(if converted to Key Board Operator Photo-composing)
Senior Proof Reader	1320-2040]	merged into 1320-2040
Jt. Proof Reader	1200-1800]	
Press Operator Gr.I	1400-2300	

Other Defence Organisations

- Air Headquarters
- College of Combat, Mhow
- Military College of Telecom Engineering (MCTE)

The Binders in Air Hqrs. may be placed in the following pay scales as in GOI Presses :-

Assistant Binder	Rs.950-1500	
|		
| 6 yrs.		
V		
Binder Gradell	Rs.1200-1800 |	
|		
| 3 yrs.	|	
V	|	merged
Binder Grade I	Rs.1320-2040 |	

Our recommendations

55.226 **The Book Binders in MCTE and College of Combat be placed in the pay scale of Rs.950-1500 to bring about parity with Asstt. Book Binders in Government of India Presses. This is, however, subject to the condition that the recruitment qualifications as for Asstt. Binders in GOI Presses is prescribed in these organisations.**

We recommend that the printing staff in different Defence establishments be granted pay scales as recommended by us for identical categories in Government of India Presses.

MINISTRY OF WATER RESOURCES

Publication Division, Central Water Commission

55.227 We have been informed the Publication Division of CWC has many units such as Reading, Composing, Art Section, Camera Section, Plate making, Printing and Binding. The Reading Unit has 2 posts each of Professional Assistant & Senior Professional Assistant. The essential minimum qualification for Junior Proof

Reader is graduation The manuscripts received in the Reading Section are of a technical and scientific nature Their layout and composing, involving indentation, use of proper type styles and faces, require higher than normal skills The staff of this Section are also responsible for processing, marking, plate making, printing and binding The scales of pay of the personnel have been compared with those in the Rajya Sabha Printing Press as indicated below

PUBLICATION DIVISION OF CWC	RAJYA SABHA
Junior Proof Reader Rs 1200-1800	Proof Reader Rs 1350-2200
Senior Proof Reader Rs. 1350-2200	Assistant Printing Rs 1640-2900
Professional Assistant Rs 1400-2300	SeniorPrinting Assistant Rs 1800-2900
Senior Professional Assistant Rs 1640-2900	

55 228 We find that the pay scales of staff in Publication Division of CWC are better than comparable Reading Section staff in Government of India Presses under Directorate of Printing Rajya Sabha Printing Press is outside the purview of Pay Commission Any comparison with pay scales of Rajya sabha staff may not be valid **The existing pay scales be rationalised as under :-**

	Pay Scales Rs	
	Existing	Rationalised/Revised (in present terms)
Junior Proof Reader (100% Pr 3 yrs)	1200-1800	1320-2040
Senior Proof Reader (3 yrs)	1350-2200	1400-2300
Professional Assistant (3 yrs)	1400-2300	1600-2660
Senior Professional Assistant	1640-2900	1640-2900

(Note Entry Qualification is Graduation for Junior Proof Reader)

Privatization of Printing activities

55.229 **We are of the view that printing posts under different Ministries and Departments with identical job-profile and recruitment qualifications should be granted identical pay scales within the framework of general pay structure recommended by us. We, however, feel that numerous printing presses under various Departments of the Central Government are not justified. Most of the Government Departments could easily have their printing work done from private printing presses. Only some sensitive jobs like the printing of Union Budget, currency notes and postage stamps etc., could be retained within the Government. Government should, therefore, embark upon a time-bound programme of privatizing the printing presses currently with the Government.**

Projectionist

Present Position

55.230 There are posts of Cinema Projectionists in various offices like Air Force Hqrs, Armed Forces Medical Services, EME Corps, Naval HQrs, Armed Forces Film & Photo Division, Doordarshan, Press Information Bureau, M/o Food, Rural Health Training Centre(M/o Health), Films Division etc The available postwise details are given in Annex 55.6.

Proposed Grades

55.231 The Projectionists have been broadly placed in the scales of Rs 950-1500, Rs.1200-1800/2040, Rs.1350-2200 and Rs.1400-2300, which vary according to the functional requirements of each organisation. The recruitment qualification at the entry level, i e in the grade of Rs.950-1500 is matriculation with certificate/licence in Cinema Projection as the pre-requisite for direct recruitment **In order to streamline the grade structures of Projectionists and standardise the grade structure and mode of recruitment, we recommend a model/structure as under:-**

PROPOSED DESIGNATION	PROPOSED SCALE(Rs)	MODE OF RECTT
Sr.Projectionists G.I	1600-2660	Promotion
Sr.Projectionists G.II	1400-2300	Promotion
Projectionist gr.I	1200-2040	Promotion
Projectionist gr.II	950-1500	DR-matric & certificate/ licence in Projection.

55.232 The above standard grade structure may be replicated in organisations with correspondingly large cadre of Projectionists. Wherever there are isolated posts of Projectionists, the ACP scheme may be made applicable within the framework of the standard grade structure. Even in the case of organisations with more than one grade of Projectionist (but less than the 4-grade standard structure) the ACP scheme may be made admissible to provide them avenues of promotion within the framework of the standard grade structure.

Publicity Staff

Present Position

55.233 There are posts of Publicity staff in different offices like Anthropological Survey of India, Border Roads Development Board, Department of Small Scale Industries, Planning Commission, Directorate of Field Publicity (Ministry of I&B) etc. Their scales of pay, namely Rs.1350-2200, 1400-2300, 1640-2900, 2000-3500, 3000-4500 and 3700-5000, vary from organisation to organisation depending on the functional requirements. The available postwise details are given in **Annex 55.7.** Their entry level recruitment qualifications are not uniform. For instance, the essential qualification for direct recruitment to the post of Field Publicity Assistant (Rs.1350-2200) in Directorate of Field Publicity under Min.of I&B is matriculation with certificate of training in the use of movie projector while the qualification prescribed for recruitment of Publicity (Publication) Assistant (Rs.1400-2300) in Anthropological Survey of India under M/o HRD is Bachelor's degree with experience in Proof Reading/Publication work. In fact, in some organisations the Publicity Staff is merely handling publication of printed material, whereas the Field Publicity Staff of the Directorate of Field Publicity under M/o I&B is engaged in Audio Visual Publicity as well.

Our recommendations

55.234 In order to bring about standard grade structure, **we recommend that group 'A' posts (wherever they exist) be encadred in the Indian Information Service,** while for other publicity posts, the following hierarchy is recommended by creation of a level of Sr.Publicity Asstt (Rs.1600-2660) in between the Jr.Publicity Officer (Rs.1640-2900) and the Publicity Asstt (Rs.1400-2300) under ACP scheme.

Jr.Publicity Officer	**(Rs.1640-2900)**
Sr.Publicity Asstt	**(Rs.1600-2660)**
Publicity Asstt	**(Rs.1400-2300)**

55.235 The post of Field Publicity Asstt (Rs.1350-2200) existing in the M/o I&B has already been proposed for upgradation to the scale of Rs.1400-2300 which conforms to the scale of Publicity Asstt mentioned in the above hierarchy.

Receptionists

Present position

55.236 There are, in all, 255 personnel working as reception staff in various Central Government ministries and departments, who are presently placed in different scales of pay ranging from Rs.950-1500 to Rs.2000-3500. Almost 80 per cent of these staff are, however, in the two pay scale of Rs.1200-2040 and Rs.1400-2300.

Whereas there are two organised cadres of Receptionists in the Ministries of Defence and Home Affairs, the reception staff in certain departments combine other functions as well, such as those of Lower Division Clerk, Telephone Operator, Junior Radiographer, etc

Merger in clerical cadres

55.237 Reception staff at different levels are presently appointed by transfer on deputation or transfer or by direct recruitment. While transfer of personnel involves payment of deputation (duty) allowance, personnel appointed as reception staff either by transfer or direct recruitment face acute stagnation for prolonged periods in the absence of adequate avenues of promotion to higher posts. Recognising this problem, the Fourth CPC had recommended the merger of the posts of reception staff in the Ministries of Defence and Home Affairs in the clerical cadres of the Armed Forces Headquarters Civil Service and the Central Secretariat Clerical Service respectively. The recommendation has not, however, been implemented so far because of difficulties in induction of those in the scale of pay of Rs.1200-2040 in the cadre of Upper Division Clerks in the absence of provision for direct induction at this level and the non-availability of clerical posts to accommodate those presently in the scale of pay of Rs.1400-2300.

Our recommendations

55.238 We are, however, of the view that these difficulties are not entirely insurmountable. It should be possible to amend the recruitment rules suitably, purely as a one time measure, to facilitate the absorption of the existing personnel in the clerical cadres, further appointments to the receptionists cadre being discontinued simultaneously, so that only clerical staff are assigned the duties of receptionists after some training. In fact, we understand that such a course of action has already been adopted by some offices. We would, therefore, reiterate the recommendation of the Fourth CPC that the cadre of receptionists in the Ministries of Defence and Home Affairs should be merged in the clerical cadres of the respective organised Secretariat Services so that they become entitled to the same opportunities as are available to the clerical staff. This recommendation would also apply to the reception staff in the Railways and other departments. However, in case it is considered inescapable to maintain independent cadres of receptionists, which should be the exception rather than the rule, the incumbents should be extended the benefits of the Assured Career Progression Scheme separately recommended by us by providing the appropriate two higher scales of pay.

Receptionists' cadre in the Ministry of Defencce

55.239 In so far as the organised cadre of receptionists in the Defence Ministry is concerned, there are presently 14 posts of Junior Reception Officer in the scale of pay of Rs.1200-2040, 7 posts of Senior Reception Officer in the scale of pay of Rs.1400-2300 and 3 posts of Supervisor in the scale of pay of Rs.1640-2900. The seniormost among the Supervisors is designated as Chief Supervisor and he is entitled, in addition to pay in the scale of Rs.1640-2900, to a special pay of Rs.150 per month. In conformity with our proposal to merge the cadre in the Armed Forces Headquarters Civil Service, we recommend the following .

(a) The seven posts of Junior Reception Officer may be merged in the cadre of Upper Division Clerks

(b) The seven posts of Senior Reception Officer presently in the scale of pay of Rs.1400-2300, along with two of the three posts of Supervisor, may be placed in the replacement scale of pay corresponding to Rs.1640-2900 to facilitate their merger in the cadre of Assistants in the Armed Forces Headquarters Civil Service.

(c) The third post of Supervisor may be placed in the replacement scale of pay corresponding to Rs.2000-3500 and designated as Chief Supervisor Simultaneously, the special pay presently admissible should be withdrawn The present incumbent would be merged in the AFHCS at the level of Assistant only.

Security Staff

Present Position

55.240 For the safety and security of the Government property, Security Staff has been employed by different ministries as per their needs. Small offices have been provided with the post of Chowkidar/ Chowkidar-cum-Sweeper/Chowkidar-cum-Farash and large offices have a full security cadre comprising different levels of posts. The post of Chowkidar(and those with similar nomenclature) have been placed in the pay scale of Rs.750-940/-and classified as Group D. Information gathered suggests that recruitment to most of these posts is done from the open market from candidates who have passed 5th standard/8th standard/ matriculation examination. Though nature of duties are not specified for these posts, but they generally perform watch and ward duties. However, some of the employees holding these posts have stated that with the passage of time their duties are no longer restricted to those of watch and ward but in addition they are also checking entry passes of employees, carrying out personal search,frisking etc. Because of these increased duties these employees have requested for increase in their scales of pay to equal those of security guards.

55.241 In Departments, where a security cadre exists, the lowest post is that of Security Guard. From the information received from different departments regarding number of posts. it is noticed that Security Guards have been placed in three different pay scales in different Departments, viz Rs.750-940,Rs.825-1200 and Rs.950-1400/1500. Those employees who are in the scale of Rs.750-940 have requested for parity with those who are in the scale of Rs.825-1200/Rs.950-1400 on the ground that they are performing identical duties. It has also been noticed that the cadre structure is not uniform in all the Departments. In some of the Departments it

comprises two or three steps while in others there are as many as five & six steps Uniformity in designations does not exist In some Departments, the staff is supervised by Assistant Security Officers in the pay scale of 1350-2040, whereas in other Departments this is being done by Security Officers in the pay scale of Rs 2000-3500/ Rs 2200-4000

Disparities in grades

55.242 The representations received from this section of employees are mostly related to these differences. Some of the pattern can be seen from the following examples.-

	Department/Designation		No. of Posts	Scale(Rs.)
	ALL INDIA RADIO			
	Dy Dir (Security)	-	01	3000-4500
	A.D.G (Security)	-	02	3000-4500
	Security Officer Gr.I	-	04	2200-4000
	Security Officer Gr.II	-	13	1600-2660
	Security Officer	-	03	1320-2040
	Asstt.Security Officer	-	01	1200-1800
	Hd.Security Guard	-	03	950-1500
	Hd.Security Guard	-	14	825-1200
	Security Guard	-	1646	750-940
2.	**D.R.D.O.**			
	Security Officer	-	04	2200-4000
	Civilian Asstt Security Officer	-	46	2000-3500
	Security Asstt. Gr.B	-	75	1200-1800
	Security Asstt. Gr.C	-	53	950-1400
3.	**NOIDA EXPORT PROCESSING ZONE**			
	Security Officer	-	01	2000-3500
	Asstt.Security Officer	-	07	1640-2900
	Hd.Security Guard	-	04	1200-2040
	Security Gaurd	-	33	750-940
4.	**GOVT.PRINTING PRESSES**			
	Cook-cum-Chowkidar	-	01	825-1200
	Hd.Chowkidar	-	24	775-1025
	Chowkidar	-	117	750-940
5.	**I.G.NATIONAL FOREST ACADEMY**			
	Hd.Chowkidar	-	1	800-1150
	Chowkidar	-	12	750-940

Our recommendations

55.243 The other common problem brought forth is that of stagnation prevailing in these cadres due to non availability of sufficient higher level of posts. Departments have admitted that there are inadequate avenues of promotion available to many of the posts in these cadres. **We have considered the matter and recommend that :-**

i) **Security duties in all sensitive and semi sensitive offices, which have a direct bearing on National Security, like DAE, BARC, AIR, DD, Mints etc should be entrusted to the CISF. The existing security staff may be absorbed in CISF, subject to their being found fit as per CISF standards, giving them the benefit of service rendered as per existing rules.**

ii) **Non-sensitive offices should, if required, engage private security guards for security duty.**

iii) **The post of chowkidar should be merged with the post of Peon. Duties of Chowkidar may then be performed by this common category of Peons on rotation basis.**

(iv) **Pay scale of Security Guards in MEA should be brought at par with CISF and status quo be maintained in respect of the ratio of these posts to be filled from the CPOs/Delhi Police/IB etc.**

(v) **Security duties being performed by the civilian security staff in Directorate of Ordnance Services, EME Directorate, Engineer-in-Chief's Branch, R&D organisation & Directorate of Quality Assurance may be entrusted to Defence Service Corps (DSC). The existing civilian security staff may be absorbed in DSC in the appropriate ranks.**

(vi) **These recommendations should be implemented within 6 months.**

Store Keeping Staff

Introduction

55.244 Store keeping functions are carried out in almost all ministries and departments, though the scope of these functions may vary from one department to another. Some of the departments handle highly sophisticated stores such as scientific equipment, spares for plant and machinery, fissionable materials, medicines and medical equipment, hazardous chemicals, etc. The duties and responsibilities of store keeping staff primarily extend to receipt, proper storage, distribution, safe custody and accounting of stores. In certain large organisations, however, these include procurement functions as well.

Sanctioned strength and scales of pay

55.245 According to the information made available to us, there are in all 24,929 posts of store keeping staff in different categories in the Central Government. Of these, as many as 12,297 posts (49.3 per cent) are in the Ministry of Defence and

its subordinate organisations and another 9,337 posts (34.45 per cent) in the Railways. Group 'D' Staff constitute roughly 25 per cent of the total store keeping staff. These posts are distributed in a large number of scales of pay, details of which are depicted in the following table:-

SCALE OF PAY Rs.	NUMBER OF EMPLOYEES DEFENCE	RAILWAYS	OTHERS	TOTAL
750- 940	Nil	1768	44	1812
775-1025	497	2574	17	3088
800-1150	191	1090	68	1349
825-1200	518	607	155	1280
950-1400	14	Nil	95	109
950-1500	4396	121	760	5277
975-1540	Nil	123	10	133
975-1660	35	Nil	65	100
1150-1500	9	1	Nil	10
1200-1800	Nil	13	6	19
1200-2040	3608	68	640	4316
1320-2040	Nil	3	41	44
1350-2200	27	1	463	491
1400-2300	870	708	570	2148
1400-2600	168	86	51	305
1600-2660	353	526	54	933
1640-2900	4	105	87	196
2000-3200	154	943	26	1123
2000-3500	385	109	33	527
2375-3500	973	44	54	1071
2200-4000	14	150	19	183
3000-4500	77	184	26	287
3700-5000	4	90	9	103
4500-5700	Nil	23	2	25
Total	12297	9337	3295	24929

Issues relating to the Store keeping Staff in Defence organisations and Railways, which have organised Stores Departments have been dealt with in the relevant chapters. Those pertaining to staff in other departments of the Government of India have been discussed in the following paragraphs.

Gist of Demands and suggestions

55.246 It has been represented that no attempt having been made in the past for a proper evaluation of the functions of store keeping staff, their scales of pay should be determined after giving due consideration to their onerous responsibilities, instead of merely treating them only as ministerial staff. Store Keeping Staff are also required to furnish security deposits ranging from Rs.1,500 to Rs.3,000. This, according to them, only serves to establish that their responsibilities are higher and more onerous and would justify higher remuneration in terms of scales of pay. Store keepers in the scientific organisations like the Indian Space Research Organisation have further urged that they should be categorised as technical personnel because they

handle highly sophisticated stores which requires specialised technical expertise and that the Flexible Complementing Scheme applicable in scientific departments should be extended to them

55.247 It has also been brought to our notice that the recruitment rules for appointment to the posts of Store Keeper in the scale of pay of Rs 950-1500 in some of the departments stipulate that, besides being matriculates, candidates should have one or two years of experience of store keeping, resulting in difficulties in filling up of vacant posts.

Equation with Ministerial Staff

55.248 The question of treating the store keeping staff differently from the clerical staff was considered in detail by the Third CPC, which had held that the sum total of the duties discharged by these personnel, who were mostly matriculates, at the initial entry level, did not add up to a job larger in size than that of the Lower Division Clerks in most offices. They had accordingly equated the Store Keepers only with Lower Division Clerks and those directly recruited with a higher qualification of a degree with the Upper Division Clerks. The functions of the store keeping staff are also essentially ministerial and administrative in content and they play only a supportive role even in scientific organisations. The mere fact that they receive, store, issue and account for scientific equipment and materials would not qualify them to be treated as holders of scientific or technical posts.

Our recommendations

55.249 **In the circumstances, the present equation of store keeping staff to the ministerial staff is appropriate.** Considering, however, the multiplicity of designations and scales of pay applicable to these personnel, restructuring and rationalisation of the cadre would appear to be necessary to bring about uniformity. **We accordingly recommend the following:-**

Group D Posts

(a) Based on our general recommendations on Group 'D' staff and multiskilling, posts with distinctive designations in Group 'D' should not be required merely for assisting the Store Keepers. **Posts of Stores personnel presently in Group 'D' should, therefore, be merged in the occupational group of Office Attendants and placed in the four-tier structure proposed by us for the Group 'D' staff.**

Posts at initial entry

b) **Posts of Store Keeping Staff at the initial entry scale of pay of Rs.950-1400 or Rs.950-1500 should be filled only by direct recruitment and the recruitment rules amended to enhance the essential educational qualification for appointment at this level from matriculation to Senior Secondary School Leaving Certificate (10 plus 2).**

Training

c) Considering the specialised nature of materials management, all **personnel directly recruited for appointment to posts in the Stores cadre should be imparted adequate training in techniques of materials management before they are deployed against regular posts.**

Prior experience not to be a pre-requisite

d) We are of the view that prior experience should not be a pre-requisite for appointment to posts in this scale of pay and the pre-induction training now recommended. **The relevant provisions in regard to experience in the recruitment rules may, therefore, be amended by the departments concerned.**

Group 'A' posts

c) **Posts in the Stores Cadre in Group 'A' scales of pay should normally form part of the corresponding Engineering Service in departments in which such a service exists; in others, stores and materials management functions should be entrusted to officers in the technical or administrative streams depending on the nature of the stores handled.**

Restructuring of stores cadre

f) **Posts in Groups other than those in Groups 'A' and 'D' should be organised in a proper cadre with uniform designations and scales of pay. For this purpose, we recommend the model structure and the replacement scales corresponding to the scales of pay indicated in the following table, after taking into account the rationalised pay structure proposed by us in general:**

DESIGNATION	SCALE OF PAY Rs.	MODE OF APPTT.
Store Keeper Gr.III	950-1500	Direct Recruitment
Store Keeper Gr. II	1320-2040	Promotion
Store Keeper Gr.I	1600-2660	Promotion and Direct Recruitment of Engineering Diploma holders or of Graduates preferably possessing a Diploma in Materials Management
Senior Store Keeper Grade III	1640-2900	Promotion
Senior Store Keeper Grade II	2000-3500	Promotion and Direct Recruitment
Senior Store Keeper Grade I	2375-3750	Promotion
Stores Manager	2500-4000	Promotion

Rationalisation of scales of pay

g) **Posts in individual departments presently in the scales of pay of Rs.1350-2200, Rs.1400-2300 and Rs.1400-2600 shall be placed, along with those already in the scale of pay of Rs.1600-2660, in the replacement scale of pay corresponding to Rs.1600-2660. Financial benefits of this scale of pay would also be available as the 2nd ACP under the Assured Career Progression Scheme to those initially recruited in the sale of pay of Rs.950-1500 on completion of the prescribed period of residency in the lower scale of pay**

Mode of Recruitment to certain posts

h) **Apart from filling part of the posts in the replacement scale of pay of Rs. 1600-2660 by promotion of Store Keepers, Grade II, the remaining posts may be filled by direct recruitment of Engineering Diploma holders or of graduates preferably possessing in addition, a Diploma in Materials Management** Individual departments may determine, on functional considerations, the percentage of posts to be filled by promotion and direct recruitment after taking into account the nature and volume of stores transactions handled.

i) **Departments and organisations having large stores handling sophisticated equipment and materials could resort to direct induction of personnel possessing a degree in engineering or a postgraduate diploma in materials management to posts in the replacement scale of pay corresponding to Rs. 2000-3500.**

Posts of stores manager

j) **Posts of Stores Manager should be created only in the replacement scale of pay corresponding to Rs.2500-4000.** If, however, posts presently exist in the sale of pay of Rs.2200-4000 in certain departments other than those which have organised stores organisations or separate departments as in the Railways, the **corresponding replacement scale of pay shall be personal to them, and all future appointments shall be made only in the scale of pay corresponding to Rs.2500-4000.**

Review of requirements

k) In recommending a model cadre structure for stores personnel, it is not our intention that all the posts suggested by us should invariably be provided in all departments. **The level and number of posts necessary shall be determined by individual departments strictly on functional considerations based on a comprehensive review of the requirement.**

55.250 The security deposits that Store Keeping Staff are required to furnish are insignificant considering the volume and value of stores normally handled. **This stipulation may be deleted from the rules in conformity with our recommendation in respect of Cashiers.**

Central Ground Water Board

55.251. Store Keeping Staff of the Central Ground Water Board under the Ministry of Water Resources have represented that, though their duties and responsibilities are similar to those of their counterparts in the Geological Survey of India, they have been placed only in lower scales of pay and have, therefore, urged that there should be parity in scales of pay between the two organisations. **On a detailed examination of the structure of store keeping posts, scales of pay, recruitment qualifications, etc. in the two organisations, we are of the view that the present scales of pay in the Central Ground Water Board are appropriate and recommend only the corresponding replacement scales of pay. The entry qualification for appointment to the post of Assistant Store Keeper presently in**

the scale of pay of Rs.950-1500 may, however, be enhanced to Senior Secondary School Leaving Certificate and the post redesignated as Store Keeper, Grade III. The existing post of Store Keeper in the scale of pay of Rs.1200-2040 will also be redesignated as Store Keeper, Grade II, and placed in the replacement scale of pay corresponding to Rs.1320-2040.

Geological Survey of India

55.252 In conformity with the revised cadre structure recommended by us, the **posts of Store Keeping Staff in the Geological Survey of India may also be reorganised as follows:**

a) **The posts of Store Clerk (Rs.950-1500), Assistant Store Keeper (Rs.1350-2200) and Store Keeper (Rs.1400-2300) may be redesignated as Store Keeper, Grade III, Store Keeper, Grade II and Store Keeper, Grade I respectively. Whereas the present incumbents of the posts of Assistant Store Keeper in the scale of pay of Rs.1350-2200 (redesignated as Store Keeper, Grade II) shall retain the corresponding replacement scale of pay as personal to them till such time as they are promoted to posts of Store Keeper, Grade I, in the scale of pay corresponding to Rs.1600-2660, future appointments to the redesignated posts of Store Keeper, Grade II, to be filled entirely by promotion of Store Keepers, Grade III, may be made only in the replacement scale of pay corresponding to Rs.1320-2040. The department should also redetermine the requirements of posts in these three scales of pay based on functional considerations.**

b) **Of the 27 posts of Stores Officer, presently in the scale of pay of Rs.2000-3500, 10 posts shall be placed in the higher replacement scale of pay corresponding to Rs.2500-4000 and designated as Stores Manager in order to provide promotion avenues to the Stores Officer.**

55.253 It has also been brought to our notice that, whereas the posts of Head Store Keeper and Head Clerk in the Central Water and Power Research Station under the Ministry of Water Resources were in an identical scale of pay prior to the implementation of the recommendations of the Third CPC, these two posts are presently in two different scales of pay of Rs.1350-2200 and Rs.1400-2600 respectively. It has, therefore, been urged that the anomaly should be rectified by equating the scales of pay of the two posts. **Based on our recommendations on restructuring the Stores Cadres, the post of Head Store Keeper may be redesignated as Store Keeper, Grade I, and placed in the replacement scale of pay corresponding to Rs.1600-2660.**

Isolated post in Cental Excise Laboratory

55.254 It has been urged that time-bound promotions should be provided for the incumbent of the isolated post of Store Keeper in the Central Excise Laboratory at Calcutta, presently in the scale of pay of Rs.1200-2040. **Based on our general recommendations on rationalisation of the cadre of Store Keeping Staff, the post may be placed in the replacement scale of pay corresponding to Rs.1320-2040,**

which will be personal to the present incumbent, and the benefits of the Assured Career Progression Scheme also extended to him. On vacation of the post by him, it should be placed only in the replacement scale of pay corresponding to Rs.950-1500 applicable to Store Keepers, Grade III.

Teaching Staff

Introduction

55.255 There are about 50,000 teachers in the primary, middle, higher secondary and senior secondary schools run by various Union Territory Administrations, including the Government of the National Capital Territory of Delhi, who are covered by our terms of reference. In addition, teaching staff are also employed in schools administered by various ministries and departments of the Government of India, Railways, Defence establishments, Central Police Organisations etc. While details of the posts in these schools are not readily available, they mainly concentrated in the Railways and Defence establishments.

Present scales of pay

55.256 Teaching Staff in different categories of schools are broadly designated as Primary School Teachers, Trained Graduate Teachers and Postgraduate Teachers or Lecturers. Besides, posts of Headmasters, Vice-Principals and Principals also exist in different schools The National Commission on Teachers, appointed under the Chairmanship of Professor D.P. Chattopadhyaya, having submitted its report to Government in March 1985, the Fourth CPC had not gone into the question of rationalisation of the scales of the teaching staff. Apart from recommending scales of pay in replacement of the then existing scales of pay, the Commission had suggested only the simplification of the Selection Grade. The National Commission on Teachers had recommended composite running scales of pay for different categories of teachers and other administrative officers in the field of education having regard to the absence of adequate promotion avenues for these categories. Government did not, however, accept the recommendation on composite scales and instead provided the following pay structure for the teachers and heads of educational institutions:

DESIGNATION	ENTRY SCALE RS.	SENIOR SCALE RS.	SELECTION SCALE RS.
Primary School Teacher	1200-2040	1400-2600	1640-2900
Trained Graduate	1400-2600	1640-2900	2000-3500

Teacher/Head Master, Primary School			
Postgraduate Teacher/Head Master, Middle School	1640-2900	2000-3500	2200-4000
Vice-Principal/ Head Master, Secondary School	2000-3500	2200-4000	
Principal	3000-4500		

Teachers, as well as Headmasters and Vice-Principals in different types of schools are entitled to be placed, on a time-bound basis, in the Senior Scale on completion of 12 years' service The Selection Scale is, however, restricted to 20 per cent of the posts in the Senior Scale of the relevant categories and is admissible after 12 years' service in that scale

Summary of demands and suggestions

55 257 A very large number of individual teachers and their representatives have suggested, in their memoranda submitted to us as well as in the course of their oral evidence, that the scales of pay finally approved by the Government are not only significantly lower than the equivalent of the composite scales of pay recommended by the National Commission on Teachers, but also lower in relation to certain posts in government which were in identical or lower scales of pay prior to January 1986 This, according to them, has resulted in a grave injustice to their community. They have, therefore, urged the introduction of a composite running scale of pay using the pay scales recommended by the National Commission as the basis. It has been further pointed out that, though the National Commission had observed that the scale of pay of Postgraduate Teachers should compare favourably with that of the Lecturers in colleges in view of the similarities in their basic qualifications and also in consideration of the fact that the former spent an additional year in acquiring a degree in Education, the gap between their scales of pay had nevertheless widened over a period of time Certain other issues raised by the teachers have been briefly summarised below

a) Whereas school teachers are required to cross an efficiency bar after every six years, no such stipulation exists in respect of college lecturers

b) College lecturers who were already in the Selection Grade on January 1, 1986 were placed in that grade even after revision of their scales of pay, school teachers similarly placed, were, on the contrary, only placed in the Senior Scale. As a result, they would be eligible to the Selection Grade only in 1998, after a further period of 12 years

c) Disparities also exist between school teachers and college lecturers in regard to their placement in the Senior Scale and Selection Grade

d) Primary School Teachers are also eligible for promotion as Trained Graduate Teachers. Many of them are, however, unwilling to accept the functional promotion because they would be eligible to be placed in the Senior Scale applicable to the Trained Graduate Teachers (which is identical to the Selection Scale of primary School Teachers) only twelve years after their promotion as against the much lesser time taken in placement in the equivalent Selection Scale of Primary School Teachers if they decide to continue only in the same post This is an anomalous situation that needs to be rectified

Reasons for non-acceptance of Recomendations of National Commission on Teachers

55.258 We have been informed by the Ministry of Human Resources Development that the recommendation of the National Commission on Teachers on introduction of composite scales of pay for all categories of teachers and educational administrators was not accepted by Government on the following considerations:

a) The introduction of a single running pay scale - which itself was only illustrative-would present considerable difficulties in actual implementation.

b) It was the view of the Finance Ministry that it would be inappropriate to make a departure from the pay structure established on the recommendations of the Fourth CPC.

c) There appeared to be no point in having a running scale covering all the grades from the primary school teacher to the higher levels in the school system.

d) Teachers placed in a running scale would not have the incentive or be adequately motivated to improve their performance to attain higher levels in the school system.

Our recommendations on scales of pay

55.259 We have given careful consideration to the submissions made before us. **We are inclined to agree with the views of Government that no special advantages are likely to accrue by the introduction of composite scales of pay and that such a course of action could instead prove counterproductive in the final analysis. The comparison with college lecturers is also** not quite appropriate because remuneration cannot be determined merely on the basis of qualifications to the exclusion of the distinct differences in duties and responsibilities; nor is the comparison with certain other posts in government departments valid because the higher scales of pay recommended for these posts by the Fourth CPC were based on conscious decisions after taking into account the job content, duties and responsibilities and certain other peculiar features. **While the balance of advantage would lie in retaining the present three-tier pay structure for the teachers, we are nevertheless of the view that the scales of pay of the teaching fraternity need to be improved. After taking into account the composite scales of pay suggested by**

the National Commission on Teachers and other relevant factors as well as the rationalised pay structure proposed by us in general, we recommend that teachers in schools and heads of educational institutions may be provided the replacement scales corresponding to the scales of pay indicated in the following table

DESIGNATION	GRADE III Rs	GRADE II Rs	GRADE I Rs.
Primary School Teacher	1400-2300	1600-2660	1640-2900
Trained Graduate Teacher/Headmaster, Primary School	1640-2900	2000-3500	2500-4000
Postgraduate Teacher/Headmaster, Middle School	[illegible]	2500-4000	2200-4000
Vice-Principal/ Head Master, Secondary School		2500-4000	2200-4000
Principal			3000-4500

Residency period for promotion to higher grades

55.260 In modification of the present provisions relating to the placement of different categories of teachers in the Senior Scale and Selection Grades, and based on our general recommendations on the Assured Career Progression Scheme, we **recommend that the period of residency in different grades may be reduced as indicated below so as to make a teacher eligible for the financial benefits of the next grade**:

DESIGNATION	GRADE III	GRADE II
Primary School Teacher	10 years	10 years
Trained Graduate Teacher/Headmaster, Middle School	10 years	8 years
Vice-Principal/ Head Master, Secondary School		8 years

Our Recommendations

55.261 Our other recommendations on scales of pay of teachers and certain other benefits are as follows:-

a) Following the introduction of a three-grade structure for the teaching staff, **the Selection Grades would be abolished, and teachers would instead be entitled to the financial benefits of Grade I on completion of the prescribed period of residency in the lower grades without any restriction on the number of posts that can be operated in Grade I.**

b) **The minimum residency periods recommended by us for different categories of teachers shall be insisted upon even if a teacher is promoted on a functional basis to the next higher category** irrespective of whether he had already been placed in a grade higher than the basic grade in the lower category of post prior to his functional promotion.

c) In terms of the Assured Career Progression Scheme, **the benefits of pay fixation shall be extended on placement in the higher grades relevant to each category of teachers.**

d) **Suitability for the financial benefits of the higher grades under the Assured Career Progression Scheme shall be assessed by Departmental Promotion Committee** to be constituted for the purpose, **which shall take into account,** among other relevant factors, **the results achieved by the concerned teachers in the relevant final examinations.**

e) **While the concept of Efficiency Bar shall be abolished** as has been recommended by us for all government servants, **increments in the applicable scales of pay would be regulated in terms of the Performance Related Increment Scheme separately recommended by us.**

f) **Our general recommendations on additional incentives for acquiring higher qualifications and on the age of superannuation should also be extended to the teachers.**

Teaching Allowance

55.262 Presently, Primary School Teachers, Trained Graduate Teachers and Postgraduate Teachers are entitled to a monthly Teaching Allowance of Rs.100 per month. The Teaching Allowance admissible to the Vice-Principals, Head Masters of Secondary Schools and Principals of Senior Secondary Schools is Rs.150 per month. It has been represented that the allowance in these cases should be increased to Rs.300 and Rs.500 per month respectively and termed as Non-tuition Allowance, and that a Teaching Allowance should also be paid to the Laboratory Assistants in the Senior Secondary Schools. We find that payment of the Teaching Allowance had been approved by Government only in consideration of the fact that only the replacement

scales recommended by the Fourth CPC were extended to the teachers, as a result of which the minimum benefit of Rs 150 per month recommended by the National Commission on Teachers did not accrue to them Now that comparatively higher replacement scales of pay have been recommended by us for the teachers, including the Vice-Principals and Headmasters of Secondary Schools, **it is only appropriate that the Teaching Allowance is abolished in these cases. We recommend accordingly. However, Principals of Senior Secondary Schools may be paid a Special Allowance of Rs.300 per month in lieu of the Teaching Allowance presently admissible to them.**

Medical Allowance

55.263 Teachers are presently entitled to a medical allowance of Rs 15 per month. If both husband and wife are teachers, only one of them is entitled to the allowance. It has been urged that (a) the quantum of this allowance should be enhanced to 7.5 per cent of the basic pay as recommended by the National Commission on Teachers and (b) the allowance should be paid to both husband and wife when both are employed as teachers. We have been informed by the Ministry of Human Resources Development that on consideration of this question in April 1992, the Cabinet had directed that a Health Insurance Scheme with some incentives may be evolved, if necessary, for the teachers and that the teachers had not evinced any interest in an insurance scheme, but were insisting on enhancement of the allowance to 7 5 per cent of the basic pay. We are also of the view that appropriate health insurance schemes should be formulated not only for the teachers but for other Central Government employees as well. We, however, realise that this would take some time **Till an appropriate health insurance scheme is introduced for the teachers, we recommend that the fixed medical allowance may be enhanced to Rs.100 per month for domiciliary treatment alone. A scheme for reimbursement of medical expenses for hospitalisation may also be introduced on the lines of the benefits admissible to those Central Government employees who are covered by the Central Civil Services (Medical Attendance) Rules.**

Vacations

55.264 There is considerable merit in the demand that vacations in schools should be rationalised after taking into account the climatic conditions in different geographical regions of the country. **We, therefore, recommend that the present provisions in regard to vacations should be reviewed and appropriately modified. While doing so, in conformity with our recommendation to revert to the six-day week in government offices, the number of working days in schools should also be suitably increased.**

Demands relating to teacherrs in Railway schools

55.265 Teachers in schools administered by the Railways have suggested (a) the institution of procedures for inspection of these schools and ensuring adequate co-ordination with the Ministry of Human Resources Development; (b) appointment of education officers and administrators in the zones and divisions to co-ordinate with the State Governments; (c) maintenance of common seniority lists for promotion to the gazetted posts of Headmasters; (d) counting of service rendered on an adhoc basis or as substitute teachers for purpose of promotion to the Senior Scale and Selection Grade, and (e) provision of channels of promotion for teachers to posts of Personnel Officer, Public Relations Officer, Law Officer, etc. It has also been represented that the cadre of teachers should be restructured on the pattern applicable to other cadres

in the Railways

Our Recommendations

55.266 We have considered these suggestions and demands carefully. **That there should be a proper inspection and co-ordination among different agencies concerned with education needs no emphasis. We are, however, of the view that, instead of creating a separate machinery for the purpose,** which would necessarily involve augmentation of the manpower resources, **an appropriate institutional arrangement should be evolved for the purpose by utilising the existing resources.** Considering the fact that Railway Schools are spread all over the country, **maintenance of common seniority lists for purposes of promotion,** which would involve cross-country transfer of personnel, **would not be administratively feasible. We would also recommend the three-grade structure uniformly for all teaching staff covered by our Terms of Reference** and any dispensation only in the case of teachers in Railway schools would be undesirable. After careful consideration, **we are also unable to accept the other suggestions in regard to counting of adhoc service for promotions and provision of additional channels of promotion to posts in other departments of the Railways.**

Educational Administators in Delhi

55.267 The present structure of the cadre of educational administrators in the Government of the National Capital Region of Delhi is as follows:

DESIGNATION	SCALE OF PAY Rs.
Education Officer/Assistant Director of Education	3000-4500
Deputy Director of Education	3000-5000
Joint Director of Education	3000-5000 plus Special Pay of Rs.300 p.m.
Additional Director of Education	3700-5000
Director of Education	3700-5300

Upgradation of the scales of pay of these posts has been demanded on the ground that these are low in relation to those of the corresponding posts in the Kendriya Vidyalaya Sangathan and Novodaya Vidyalaya Sangathan. We are of the view that the comparison with the position prevailing in the Kendriya and Navodaya Vidyalaya Sangathan is not quite appropriate. **We, however, recommend that the posts of educational administrators in the Government of the National Capital Territory of Delhi may be placed in the replacement scales of pay corresponding to those indicated in the following table:**

DESIGNATION	SCALE OF PAY Rs.	Remarks
Education Officer/ Assistant Director of Education	3000-4500	No change
Deputy Director of Education	3700-5000	Rationalised scale of pay
Joint Director of Education	3700-5000 + Special Allowance	Rationalised scale of pay
Additional Director of Education	4500-5700	In view of upgraded feeder post
Director of Education	5900-6700	In view of upgraded feeder post

Further, in lieu of the Special Pay of Rs.300 per month presently admissible to them, incumbents of the post of Joint Director of Education shall be entitled to a Special Allowance of Rs.600 per month.

Director of Education

55.268 We also find that though the recruitment rules for appointment to the post of Director of Education provide for the post being filled by promotion of Additional Directors of Education, Principal of the State Institute of Education, etc., the post is generally held by officers of the Administrative Service. **We recommend that, in addition to the officers of the Administrative Service, opportunities should also be provided to the Additional Directors of Education and Principals of schools possessing long years of experience as educational administrators to be appointed to this post as already provided in the recruitment rules.**

Telephone and Telex Operators

Introduction

55.269 Posts of Telephone Operators in the ministries and departments participating in the Central Secretariat Services Scheme form part of the Central Secretariat Clerical Service. Lower Division Clerks generally function as telephone operators for which they are entitled to a special pay of Rs.40 per month. Even on promotion as Upper Division Clerks, they continue to perform the duties assigned to

telephone operators; the special pay is then discontinued In the non-secretariat organisations, however, there are distinct and separate posts of telephone and telex operators and these number around 6,981. Of these, as many as 4,648 posts are in the Railways and 1,273 in defence establishments. The scales of pay of these posts are not uniform and they are found in almost all the Group 'C' scales of pay ranging from Rs.950-1400 to Rs.1400-2300, while there are also posts in the scales of pay of Rs.1600-2660, Rs 1640-2900 and Rs.2000-3200 in the Railways The scale-wise distribution of posts is depicted in the following table:

SCALE OF PAY	(NUMBER OF POSTS)			
Rs.	RAILWAYS	DEFENCE	OTHERS	TOTAL
950-1400	Nil	54	1	55
950-1500	609	686	216	1511
975-1660	Nil	3	18	21
1150-1500	3	Nil	Nil	3
1200-1800	1064	182	5	1251
1200-2040	524	158	16	698
1320-2040	30	154	694	878
1400-2300	1304	36	109	1449
1600-2660	1000	Nil	1	1001
1640-2900	1	Nil	Nil	1
2000-3200	113	Nil	Nil	113
Total	4648	1273	1060	6981

These posts are filled by direct recruitment mostly by matriculates Some of the organisations also require prior experience as telephone operators Railways and the Department of Telecommunications have organised cadres of telephone operators, who are, in fact, designated as Telephone Assistants in the latter Department Issues relating to these cadres have been discussed in the relevant chapters

Parity with Department of Tele-communications

55.270 A major demand of telephone operators in many departments, which do not have organised cadres, is that their scales of pay should be on par with those of their counterparts in the Department of Telecommunications where the scale of pay applicable on initial entry as Telephone Assistant is Rs.975-1660. We find that, apart from a higher educational qualification of a Higher Secondary School Certificate prescribed for the post of Telephone Assistant, incumbents of these posts in the Department of Telecommunications also handle a much larger volume of traffic, perform widely differing functions and are deployed on shift duties round the clock. **In the circumstances, and having due regard to the distinctly commercial nature of the activities of the department, we do not find adequate justification for the demand for parity.**

Promotion Avenues

55.271 Telephone Operators have also brought to our notice the absence of promotion avenues and have urged that the time-bound promotion scheme in force in the Department of Telecommunications should be uniformly extended in all departments For the reasons mentioned earlier, there can be no parity between telephone operators in various departments and those in the Department of

Telecommunications. Besides, **we are of the view that posts of telephone operators should be merged, as far as possible, in the clerical cadre** in terms of the instructions issued by the Department of Personnel in November 1985. **Special pay, if any, should also be withdrawn wherever this is admissible, by enlarging the scope of duties prescribed for the clerical cadre. If, however, the continued retention of a distinct cadre of telephone operators is considered inescapable for any reason, the Assured Career Progression Scheme separately recommended by us should be introduced. The retention of distinct cadre should also be done only with the approval of the Department of Personnel and Training.**

Rationalisation of scales of pay

55.272 We are also of the view that it should be **possible to rationalise and reduce the number of scales of pay presently applicable to telephone operators in those departments where distinct cadres may have to be retained. We accordingly recommend the merger of certain scales of pay in a single scale as indicated below:-**

EXISTING SCALE OF PAY (Rs.)		RATIONALISED SCALE OF PAY (Rs.)
950-1400	}	
950-1500	}	950-1500
975-1660	}	
1150-1500	}	
1200-1800	}	
1200-2040	}	1320-2040
1320-2040	}	
1400-2300	}	
1600-2660	}	1600-2660

Restructuring of cadres in Defence Establishments

55.273 Defence establishments do not have organised cadres of telephone operators and each establishment resorts to recruitment of personnel independently. It has been brought to our notice that promotion avenues for personnel so recruited are inadequate. The Naval Headquarters have informed us in this context that there are only 16 posts of Telephone Supervisors, in the scale of pay of Rs.1400-2300 as against 199 posts of Telephone Operators Grade II, in the scale of pay of Rs.950-1500 and 79 posts of Telephone Operators Grade I, in the scale of pay of Rs.1200-2040 and that promotion from Grade II to Grade I itself takes about 25 years. It has, therefore, been urged that an organised cadre structure of Telephone Operators should be provided in the defence establishments on the pattern prevailing in the Railways. The Naval Headquarters have further suggested (a) upgradation of the post of Telephone Supervisor to the scale of pay of Rs.1640-2900; and (b) provision of posts of Chief Supervisors in the scale of pay of Rs.2000-3200, the cadre being restructured in the ratio of 139:139:23:5.

55.274 Any restructuring of cadres and creation of posts in higher scales of pay will necessarily have to be justified on the basis of functional requirements and cannot be agreed to merely in order to improve promotion prospects. **We would, therefore, suggest that this may be examined by the Ministry in consultation with Finance. In conformity, however, with the rationalised pay structure proposed by us earlier, we recommend that the post of Telephone Supervisor may be placed in the replacement scale corresponding to the scale of pay of Rs.1600-2660.**

Chief Supervisor in Directorate General of Signals

55.275 It has been represented to us that scale of pay (Rs. 1400-2300) of the isolated post of Chief Supervisor (Telephone) in the Directorate General of Signals, Army Headquarters, is lower than the scale of pay of Rs. 1640-2900 applicable to the Junior Engineers of the Department of Telecommunications and that the incumbent has also not been extended the benefits of the time-bound promotion scheme introduced in that Department. Revision of scale of pay of the post on par with that of the Junior Engineers in the Department of Telecommunications to Rs. 1640-2900 retrospectively from January 1, 1986 and extension of the benefits of the time-bound promotion scheme have, therefore, been demanded.

55.276 In our view, the comparison with Junior Engineers of the Department of Telecommunications is not appropriate and **we are unable to agree to the upward revision of the scale of pay of the post and extension of benefits available to an organised cadre retrospectively.** We have also been informed that the incumbent of the post has already been placed in the higher scale of pay of Rs. 1640-2900 in implementation of the general orders issued by the Department of Expenditure providing for in-situ promotion scheme in certain specified cases. **It would, therefore be adequate if the benefits of the Assured Career Progression Scheme are extended in this case, subject to the incumbent fulfilling the eligibility conditions.**

Telex Operators

55.277 In most of the ministries and departments, Lower Division Clerks function as Telex Operators and they are paid a special pay of Rs. 40 per month. The only functional skill required for efficient performance of the duties of the post is the capability to type accurately. With the advent of faster methods of electronic communication, such as facsimile messages, E-Mail, etc. the teleprinter has virtually become obsolete and has been replaced in many offices. **The Telex Operator should, therefore, be declared a dying category and the posts abolished. No further appointment to this post should be made.**

Translators-cum-Interpreters (Foreign languages)

Present Position

55.278 There are posts of Translators-cum-Interpreters (Foreign Languages) in the Ministries of Defence, External Affairs, Communication, Science and Technology and Cabinet Secretariat. The post-wise details are given below:

POST	NO.OF POSTS	SCALE
MINISTRY OF EXTERNAL AFFAIRS		
Sr Interpreter (Selection Grade)	5	4500-5700
Intrepreter (Senior Scale)	10	3000-5000
Jr.Intrepreter	20	2200-4000
MINISTRY OF DEFENCE (INDIAN NAVY)		
Editor(Russian/English)	4	3000-4500
Sr.Translation Officer (Russian/English)	10	2200-4000
Translation Officer (Russian/English)	32	2000-3500
MINISTRY OF DEFENCE (INDIAN ARMY)		
Translation Officer (Russian/English)	6	2200-4000
MINISTRY OF DEFENCE (INDIAN AIR FORCE)		
Translation officer (Russian/English)	1	2200-4000
Translator(Russian/English)	7	2000-3200
Sr.Translator	4	1640-2900
Jr Translator	5	1400-2300
R&AW (CABINET SECRETARIAT)		
Director (Languages)	1	5100-5700

Grade II	1	4500-5700
Deputy Secretary (Language)	8	3700-5000
Under Secretary (Language)	16	3000-4500
Dy. Foreign Language Examiner	10	2200-4000
Asstt.Foreign Language Examiner	31	2000-3500
Interpreter	75	2000-3200

MINISTRY OF COMMUNICATIONS(DEPARTMENT OF POSTS)

French Officer	3	2000-3500
French Translator	1	1400-2600

MINISTRY OF SCIENCE AND TECHNOLOGY

Interpreter(Russian)	1	2000-3500

Issues

55.279 The main issues arising out of the demands made by Translators-cum-Interpreters (Foreign Language) are parity in grade structure between the Translators-cum-Interpreters (Russian/English) in Indian Navy and the Interpreters in Ministry of External Affairs, parity of Interpreters of language cadre in R&AW (Cabinet Secretariat) with the Interpreters in Ministry of External Affairs, merger of the post of Interpreter in R&AW with the next higher post of Asstt. Foreign Language Examiner and making the upgraded posts eligible for promotion to the post of Deputy Foreign Language Examiner in R&AW, providing time bound promotions for the Russian Language Translators-cum-Interpreters in Indian Navy and grant of teaching allowance at the rate of 15% of basic pay to the Foreign Language cadre in R&AW as the incumbents are engaged in teaching of foreign languages.

Our recommendations

55.280 **We find that the parity sought by the Russian Language Translators-cum-Interpreters in Indian Navy with the Interpreters' cadre in Ministry of External Affairs is not founded on similarity in recruitment qualifications and nature of duties. We, therefore, do not find justification for parity in grade structure between the Russian Language Translators-cum-Interpreters' cadre in Indian Navy with the Interpreters' cadre in Ministry of External Affairs. For similar reasons we do not recommend parity in scale of pay between the Interpreters in R&AW (Cabinet Secretariat) and the Jr.Interpreters in Ministry of External Affairs. Further, we note that the grade structure of the Foreign Language cadre in R&AW is based on the pattern of the grade structure of its executive posts. In view of the above, we do not recommend merger/upgradation of the post of Interpreter in R&AW. As the recruitment rules adequately provide for channels of promotion in respect of Interpreter and Assistant Foreign Language Examiner in R&AW, we do not recommend any changes in this regard. However, we note that the recruitment rules of the Russian language Translator-cum-Interpreters' cadre in Indian Navy provide for avenues of promotion to all the posts except the highest post of Editor, which is filled 75% by promotion from among Senior Translation**

Officers and 25% by direct recruitment. We, therefore, recommend that the post of Editor (Russian/English) in Indian Navy may in future, be filled wholly by promotion from among the posts of Senior Translation Officer and direct recruitment to this post may be discontinued. As far as the demand for teaching allowance for the Foreign Language cadre in R&AW is concerned, we note that teaching is an integral part of the duties attached to posts in the cadre. We are therefore, not in a position to accept the demand for teaching allowance.

Veterinary Officers and Staff

55.281 Veterinary Officers and Veterinarians are concerned with animal health care, quarantine, certification, registration and breeding of livestock. Some personnel are also engaged in activities of research and development leading to prevention and control of animal diseases and their spread to human beings.

Veterinary Officers

55.282 The hierarchy of veterinary officers consists of Directors of Veterinary, Livestock and Animal Husbandry services, Veterinary Surgeons, Assistant Veterinary Surgeons and Veterinary Officers. These officers are authorised to practise medicine, sign or authenticate veterinary health certificates and give evidence as experts under the Indian Evidence Act. They require registration with the Veterinary Council of India after securing a Bachelor's degree in Veterinary Sciences & Animal Husbandry. Posts at this level are usually placed in the pay scales ranging from Rs.1640-2900 to Rs.7300-7600.

Veterinary Assistants

55.283 Below the officers' category are those who directly assist in the performance of veterinary and animal husbandry functions, often discharging such duties indpendently (particularly in the Union Territories), under the supervision of qualified and registered veterinary practitioners. Posts in this category are designated as Animal House Supervisors/Caretakers and Biological/Zoological/Veterinary Assistants, with a requirement of degree in Biological Sciences. These personnel are placed in the scales of Rs.1200-2040 to Rs.1640-2900, in Group C.

Para-veterinarians

55.284 Below them are the para-veterinarians who provide auxiliary support in veterinary and animal husbandry practices. They are commonly designated as Animal Husbandry Assistants, Compounders/Veterinary Compounders, Dressers, Stockmen, Stock Assistants, Vaccinators, and Milk Recorders, usually requiring qualifications of Matriculation with Diploma/Certificate/Training/Experience in the relevant field. They are usually placed in the scales of pay from Rs.950-1500 to Rs 1200-2040.

Auxiliary Support

55.285 There is yet another group of personnel in this common category at the

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support staff level, known as Animal Attendants, Bull Attendants, Cattle Attendant, Syce, Camel Attendant, Shepherds, etc.. They are generally in scales ranging from Rs.750-940 to Rs.800-1150, and in some cases even in Rs.825-1200 and above. This group of personnel is usually recruited with middle pass or lower qualifications and some experience/knowledge of handling the respective animals.

Distribution and size of employment

55.286 Veterinary Officers, Veterinarians and Para-veterinarians mainly exist in the Ministries of Environment & Forests, Rural Areas & Employment, Health & Family Welfare, Defence and Food Processing Industries, and Departments of Agriculture & Co-operation, Animal Husbandry and Dairying, the Central Police Organisations and the Union Territories. Posts in the Ministry of Defence are part of the Armed Forces in the Remount Veterinary Corps (RVC) and are covered by our recommendations in Part VI of the Report. A summary of Group-wise distribution of the establishment across Ministries and Departments is given in **Annexe 55.8.**

Observation of previous CPCs

55.287 The Third CPC made recommendations on this category under the various Ministries/Departments/Offices, and in most cases recommended replacement scales. The 4th CPC, however, made major policy pronouncements with regard to Veterinary Officers. It highlighted the difficulty in attracting and retaining veterinary officers with a degree in Veterinary Science and a lack of uniformity in the scales of pay of Veterinary graduates. It recommended that all posts for which a degree in Veterinary Science was the minimum essential qualification, should be placed in the scale of Rs.2000-3500/- As per the practice in the Remount Veterinary Corps and some of the State Governments, it recommended that Government may identify the posts for grant of Non-practising allowance (NPA) at different levels and fix the amount of the allowance and the terms and conditions of payment. The Commission also suggested the appointment of an Expert Committee to look into the demand for granting risk allowance to certain categories of Government employees including veterinarians exposed to various health hazards while treating infected animals.

Extent of implementation

55.288 While most of the recommendations of the Fourth CPC have been implemented, there still exist some posts in certain organisations the holders of which require a B.V.Sc. degree as the minimum essential qualification, but continue in scales lower than Rs.2000-3500. In the matter of NPA, the demand for parity with the RVC and medical practitioners was partially met with sanction of enhanced NPA from 1.10.87. The question of risk allowance for Veterinarians was examined by an Expert Committee but not accepted by the Government.

Inter-ministerial Working Group on Veterinarians

55.289 The various issues arising out of the demands made in the memoranda received in the Commission were considered by an Inter-Ministerial Working Group comprising representatives of the concerned Ministries and Departments and their views have been taken into account by us while formulating our recommendations.

Issues before the Commission

55.290 Veterinary Officers have complained that despite the Fourth CPC's specific recommendations, some posts continue to remain in lower scales of pay than Rs.2000-3500. They have generally demanded parity with medical doctors in the matter of pay-scales, career progression, non-practising, post-graduate, conveyance and other allowances and age of retirement, not only on the ground of similarity of

qualifications but also because of all round development in specialisations and super-specialisations in veterinary medicine and surgery with necessary focus on research and development as in the case of medical doctors. It has also been put forth to us that research in health care, medicine and surgery for human life is always preceded by research on animal life. Based on the demand for parity, Veterinary Officers have also demanded creation of an organised service of Veterinarians on the lines of All-India services. Veterinary, Biological and Zoological Assistants have also demanded upgradation in view of their qualifications of a degree in the bioligical sciences and their handling veterinarian tasks independently in the field, particularly in the Union Territories, where they are placed in the low scales of Rs.1200-2040. The entire category have also demanded grant of a Risk Allowance in view of the risks of animal attack and diseases, and a special allowance for postings predominantly in rural areas.

Parity with medical doctors

55.291 On the question of upgrading the Veterinary Officers uniformly and bringing them at par with medical doctors, we observe that a degree in Veterinary Science is comparable to an MBBS degree and holders of those degrees in both cases are registered and authorised to practice medicine, authenticate health certificates and give evidence as experts under the Indian Evidence Act. We also feel that there is no apparent reason to keep one of the two categories in a lower status. **We, therefore, recommend that posts requiring a degree of B.V.Sc. & AH with registeration in the Veterinary Council of India as the minimum essential qualification may be placed in a common entry grade corresponding to the existing entry scale applicable to General Duty Medical Officers and Dental doctors under the Government of India.** Veterinarians should have complete parity with Dental and General Duty Medical Officers, as given in **Annexe 55.9**, in terms of pay-scales and career prospects. In the matter of NPA, there is a small difference in the slabs over which a rate is applicable, resulting in Veterinary Officers getting lower NPA at some stages of the basic pay. In view of the suggested parity, educational and practice requirements, and the need to be available even outside duty hours for domestic and farm animal health care. **We recommend that Veterinary Officers should also be paid a Non-practicing allowance at the rate of 25% of their basic pay as has been recommended for medical doctors.**

Creation of an Organised Service

55.292 As regards creation of an organised service, the National Commission on Agriculture, 1976, had suggested constitution of such a service. The Department of Animal Husbandry and Dairying is preparing a comprehensive legislation on regulating movement of infected and diseased animals as an important means of containment, control and eradication of major animal diseases, for which an all-India service would be very useful. Under the New World Trade Agreement, a great deal of responsibility would be placed on veterinary services to prevent spread of diseases through livestock and livestock products calling for inspection and certification. The long term aim should be to organise a service of Veterinary Officers on the lines of All India services. However, as the number of posts is limited and concurrence of the State Governments is essential for constituting such a service, **we recommend that a Central Veterinary Service may be initially constituted comprising central Ministries, Departments and their attached and subordinate offices and the Central Police Organisations. Union Territories which have a bulk of these posts**

may have individual UT Veterinary Services.

PG and Conveyance allowance

55.293 As regards grant of a post-graduate allowance, on the lines of one being paid to the General Duty Medical Officers with post-graduate qualifications, we find that specialisations and super-specialisations in the field of veterinary practices are yet to establish themselves fully. We, therefore, do not recommend such an allowance for Veterinary doctors for the present. **We, however, recommend that Conveyance allowance as is being paid to medical and dental doctors may also be granted to Veterinary doctors on the same terms, conditions and rates.**

Retirement age in the BSF

55.294 In the matter of age of retirement, we find that combatised personnel of the BSF in the veterinary and para-veterinary posts are retiring at the age of 55 years. Medical Officers were also initially retiring at 55 years, but their retiring age was raised to 58 years in accordance with the Tikkoo Committee recommendations on pay-scales. But for the veterinary services, the age of retirement continues to be 55 years. **We recommend that the age of retirement of Veterinarians in the CPOs may be the same as for medical doctors in the CPOs, and the existing anomalies may be removed.**

Veterinary Assistants and para-veterinary staff

55.295 Veterinary Assistants, para-veterinary staff and the support staff in this field have urged us to remove anomalies in their pay-scales, as also upgrade certain categories vis-a-vis qualifications. Pay-scales and designations that usually exist in the various organisations in the grades are given in **Annexe 55.10**.

Proposed pay structure for veterinary and para-veterinary staff

55.296 Keeping in view the specialised nature of job, where educational qualifications may not be of prime importance, involving personal risks, exposure to infection and expertise of handling the animals, **we recommend the following structure for the three levels:-**

S.No.	Nomenclature	Minimum Educational Qualifications	Proposed Pay-scale	
1.	Para-veterinarian Attendant	8th Class + 2 yrs. experience of handling animals	Entry -	Rs.775-1025
			1st ACP -	Rs.800-1150
			2nd ACP -	Rs.825-1200
			3rd ACP -	Rs.950-1500
2.	Stockman/Compounder*	Matric + 2 years certificate course + 1 year's experience	Entry -	Rs.1200-2040
			1st ACP -	Rs.1400-2300
			2nd ACP -	Rs.1600-2660
3.	Animal House SuperVisor/Asstt. Veterinarian/Biological Assistant/Zooligical Assistant	B.Sc. degree in Biological Sciences	Entry -	Rs.1600-2660
			1st ACP -	Rs.1640-2900
			2nd ACP -	Rs.2000-3500

* (including Stock Assistant, Animal Husbandry Assistant, Dresser)

Allowance for rural postings

55.297 We do not find any justification for recommending any special allowance for rural postings of the veterinary officers, assistants, para-veterinarians or auxiliary support staff in this field.

ANNEX 55.1

(See para 55.16)

Proposed Deptt-wise grade structure of posts of articles :—

Existing			Proposed		
Post	**No. of Posts**	**Scale**	**Post**		**Scale**
EME Corps					
Artist HS-II		*1200-1800*	*Jr. Artist*	*Gd.II*	*1200-2040*
Poster Artist	*-04*	*950-1400*	*Jr. Artist*	*Gd. III (DR)*	*975-1540*
Air Force Hqrs.					
Artist Retoucher	*-01*	*1600-2660*	*Artist*	*Gd.II (by Artist Retoucher)*	*1600-2660*
Asstt. Artist Retoucher	*-02*	*1400-2300*	*Jr. Artist*	*Gd. I(DR)*	*1400-2300*
D E D O					
Commercial Artist	*-01*	*1600-2660*	*Artist*	*Gd. II(by*	*1600-2660*
Sr. Artist	*01*	*1200-2040*	*Jr. Artist*	*Gd. II(DR)*	*1200-2040*
Department of Post					
Postal Services Board					
Sr. Artist	*04*	*1600-2660*	*Artist*	*Gd. II*	*1600-2660*
Jr. Artist	*-01*	*1400-2300*	*Jr. Artist*	*Gd. I*	*1400-2300*
Artist	*-01*	*975-1540*	*Jr. Artist*	*Gd. III*	*975-1540*
Ministry of Agriculture					
Directorate of Extension					
Sr. Artist	*-01*	*1640-2900*	*Artist*	*Gd. I*	*1640-2900*
Jr. Artist	*-01*	*1400-2300*	*Jr. Artist*	*Gd. I(DR)*	*1400-2300*
Ministry of HRD					
Department of Culture National Museum					
Artist	*-01*	*1400-2300*	*Jr. Artist*	*Gd. I(DR)*	*1400-2300*
Layout Artist	*-01*	*2000-3500*	*Sr. Artist*		*2000-3500*

Chief Controller of Printing and Stationery

Asst. Artist					
Retoucher	*-18*	*1400-2300*	*Jr. Artist*	*Gd. I(DR)*	*1400-2300*
Jr. Artist	*-16*				
Artist	*-07*	*1600-2660*	*Artist*	*Gd. II*	*1600-2660*

Retoucher

Proposed grades of isolated posts of Artists with reference to the standard grade structure.

Name of *Organisation*	Post *(proposed)*	No. of *Posts*	Existing *Scale*	Proposed *Scale*
designation)				
DAVP, M/O T&R	*Lettering Artists (Jr. Artist Gd. III)*	*01*	*950-1500*	*975-1540*
Family Welfare & Research Centre	*Trg. Artist (Jr. Artist Gd. II)*	*01*	*1200-1800*	*1200-1800*
Deptt. of Small Industries	*Artist-Cum-Stencillar (Jr. Artist Gd. II)*	*01*	*1200-2040*	*1200-2040*
DIO Forest Education	*Artist (Jr. Artist Gd. II)*	*01*	*1200-2040*	*1200-2040*
Food & Nutrition Board	*Artist (Jr. Artist Gd. II)*	*01*	*1200-2040*	*1200-2040*
Armed Forces Medical Service	*Artist Modeller (Artist Gd. II)*	*02*	*1200-2040*	*1200-2040*
Anthropological Survey of India	*Head Artist (Jr. Artist Gd. I)*	*01*	*1400-2300*	*1400-2300*
Central Board of Excise & Customs	*Layout Artist (Jr. Artist Gd. I)*	*01*	*1400-2300*	*1400-2300*
DIO Economic Affairs (Jr. Artist Gd. I)	*Asstt. Artist (R)*	*02*	*1400-2300*	*1400-2300*

Name of Organisation Designation	Post Proposed	No. of Posts	Existing Scale	Proposed Scale
DIO Electronics	*Artist (Jr. Artist Gd. I)*	*01*	*1400-2300*	*1400-2300*
DIO Fertilizers	*Jr. Artist (Supernumerary) (Jr. Artist Gd. I)*	*01*	*1400-2300*	*1400-2300*
DIO Programme Implementation	*Artist (Jr. Artist Gd. I)*	*02*	*1400-2300*	*1400-2300*
DIO Rural Development	*Artist (Jr. Artist Gd. I)*	*01*	*1400-2300*	*1400-2300*
MIO Food Processing Industries	*Artist (Jr. Artist Gd. I)*	*01*	*1400-2300*	*1400-2300*
National Crime Records Bureau	*Artist (Jr. Artist Gd. I)*	*01*	*1400-2300*	*1400-2300*
National Institute of Communicable Diseases	*Artist (Jr. Artist Gd. I)*	*01*	*1400-2300*	*1400-2300*
Geological Survey of India	*Artist (Sr. Artist)*	*02*	*2000-3500*	*2000-3500*
Publications Division	*Artist /Layout*	*04*	*2000-3500*	*2000-3500*
MIO I & R	*Artist (Sr. Artist)*	*01*	*2000-3500*	*2000-3500*
DIO Education	*Artist*	*01*	*1640-2900*	*1640-2900*
Planning Commission	*Sr. Artist*	*02*	*1640-2900*	*1640-2900*
Central Statistical Organisation	*Sr. Artist (Artist Gd. II)*	*04*	*1600-2660*	*1600-2660*
MIO Civil Supplies & Consumer Affairs	*Sr. Artist (Artist Gd. II)*	*01*	*1600-2660*	*1600-2660*

ANNEX 55.2

(Refers to Para 55.58)

PROPOSED GRADE STRUCTURE OF POST OF EDITORIAL STAFF

Departments Name	*EXISTING SCALE*	*ORGANISATION*	*FILLED*	*PROPOSED SCALE*
Central Reference Library	*2000-3500*	*Asstt. Editor*	*11*	*2000-3500*
	1400-2300	*Sub Editor*	*08*	*1640-2900*
Deptt. of Administrative [illegible]	*2000-3500*	*Asstt. Editor*	*01*	*2000-3500*
Deptt. of Rural Develo[illegible]	*2000-3500*	*Asstt. Editor*	*01*	*2000-3500*
Deptt. of Small Scale [illegible]	*2000-3500*	*Asstt. Editor (Hindi/English)*	*02*	*2000-3500*
Directorate of Eco[illegible] and Statistics	*3000-4500*	*Editor*	*02*	*3000-4500*
Directorate of Exte[illegible]	*1640-2900*	*Sub Editor*	*03*	*1640-2900*
BKB Corps	*1400-2600*	*Sub Editor (Hindi)*	*01*	*1640-2900*
Indian Bureau of Mines	*3000-4500*	*Sr. Editor*	*01*	*3000-4500*
	2200-4000	*Editor*	*03*	*2200-4000*
	2000-3500	*Asstt. Editor*	*0*	*2000-3500*
Ministry of External Affairs	*3000-4500*	*Editor*	*04*	*3000-4500*
Naval Headquarters	*3000-4500*	*Editor Civilian*	*01*	*3000-4500*
Postal Services Board	*1400-2300*	*Sub Editor*	*01*	*1640-2900 (DR pass qualification-bachelor's degree in Arts or Social Sciences and diploma in Journalism)*
Publication Division	*4100-5300*	*General Manager cum Chief Editor*	*01*	*4500-5700 (on account of rationalisation)*
	3700-5000	*Chief Editor*	*02*	*3700-5000*
	3000-4500	*Editor cum Sr. Correspondent*	*10*	*3000-4500*
	3000-4500	*Editor*	*17*	*3000-4500*
	2000-3500	*Asstt. Editor*	*40*	*2000-3500*
	1400-2600	*Sub Editor*	*33*	*1640-2900*

ANNEX 333

(Refers to Para 55.69)

PROPOSED GRADE STRUCTURE OF PUBLICATION STAFF

DEPARTMENT'S NAME	EXISTING SCALE	DESIGNATION	FILLED POST	PROPOSED SCALE	PROPOSED DESIGNATION
Deptt. of Electronics	1640-2900	Asstt. (Publication)	01	1640-2900	Asst. (Publication)
Geological Survey of India	1640-2900	Supdt. (Publication)	03	1640-2900	Supdt. (Publication)
	1400-2300	Technical Asstt. (Publication)	08	1400-2300	Technical Asst. (Publication)
Indian Bureau of Mines	1640-2900	Sr. Technical Asstt.	05	1640-2900	Sr. Technical Asstt. (Publication)
	1400-2300	Jr. Technical Asstt.	04	1400-2300	Jr. Technical Asstt. (Publication)
National Information Centre	1640-2900	Publication Asstt.	01	1640-2900	Asstt. (Publication)
National Service Scheme	1640-2900	Research Asstt.	02	1640-2900	Research Asstt. (Publication)

ANNEX 55.5 (See Para 55.189)

PROPOSED GRADE STRUCTURE OF PHOTOGRAPHIC POSTS

(WITH REFERENCE TO THE STANDARD FRAMEWORK PROPOSED IN THE BACKGROUND NOTE)

EXISTING		*PROPOSED*		
POST	*SCALE(Rs)*	*POST*	*SCALE(Rs)*	*NODR OF RECRUITMENT*
MINISTRY OF DEFENCE				
DIRECTORATE GENERAL OF ORDNANCE FACTORIES				
Photographer 1391	*950-1500*	*Senior Photographer*	*1600-2660*	*These will be the & ACP grades for the new incumbents who will be governed by Dynasic ACP scheme. The photographers, who would remain in the dying category will be governed by the normal ACP.*
		Photographer Gd. I	*1400-2300*	
		Photographer Gd.II	*1200-2040*	*The revised RRs should provide for 751 direct recruitment (Matric with diploma) Photography and 2 years experience and 25% by Promotion Iron the existing Photographer (950-1500) provided they hold diploma in photography. The cadre of existing Photographer may be declared as dying.*
DIRECTORATE OF PUBLIC RELATIONS (DPR)				
Photograher (16)	*1200-2040*	*Senior Photographer gd. II (upgrading 2 posts of Photographers in 1200-20401*	*1600-2660*	*By promotion*

		Photographer Gd. I (Upgrading 4 posts of photographers in 1200-2040)	*1400-2300*	*By promotion*
		Photographer Gd.II(by retaining 10 photographers in the scale of Rs. 1200-2040)	*1200-2040*	*By direct recruitment (Matric with Photography and 2 years experience)*
Dark Room Asstt. (4)	*950-1500*	*Photography Attendant Gd. I (after* merging Dark Room Assistant Jr. Grade and Dark Room Assistant-6	*950-1500*	*By promotion*
Dark Room Asstt. Jr. Grade (2)	950-1400			
Glazer	800-1150	Photography Attendant Gd. II (after merging Trimmer and Glazer-3)	800-1150	By Direct Recruitment/transfer of Group D employee with 2 years experience (8th pass with 2 years relevant experience)
Trinner (2)	775-1025			
ARMED FORCES FILK AND PHOTO DIVISION (AFFPD)				
Director (1)	3700-5000	Director (by upgradation of single post of Director)	4500-5700	By promotion
Deputy Director (2)	3000-4500	Joint Director (by upgrading one out of existing 2 posts of Deputy Director)	3700-5000	By Promotion
		Deputy Director (By retaining one post out of existing two posts of Deputy Director)	3000-4500	By Promotion

Assistant Director (2)	2200	Asstt. Director (by retaining existing 2 posts of Assistant Director)	2200-4000	50% promotion from Chief Photographer and Chief Cinematographer, 50% by DR with diploma in film direction and 2 years experience.
Photographic Officer (4)	2000-3200	Chief Photographer/Chief Cinematographer (by retaining 4 posts of Photographic Officer)	2000-3500	By promotion 50% from amongst Photographer Grade I(1640-2900) and 50% from among cinematographer Grade I (Rs. 1640-2900) which would be promotion post of Cinematographer Grade II (Rs. 1600-2660). Future DR be made only at Cinematographer Grade II in the scale of Rs. 1600-2660 with diploma in Cinematography and 5 years experience as essential qualification.
Photo Supervisor (1) -- entry	1400-2600	Sr. Photographer Gr.I	1640-2900	By promotion from Sr. Photographer Gd.II. No of posts of Photographer Gd. III direct grade) may be reduced by one to 15)
		Sr. Photographer Gr. II (by retaining Photo Supervisor)	1600-2660	By promotion
Photo Artist (2)	1400-2300	Photographer Gd. I (by merging Sr. Photographer with Photo Artist-5)	1400-2300	By promotion
Sr. Photographer (3)	1350-2200			
Photographer (16)	1200-2040	Photographer Gd.II (by retaining existing photographer-16)	1200-2840	By direct recruitment (Matric with diploma in Photography and 2 years experience)
Dark Room Asstt.(4)	950-1500	Photo Attendant Grade I (after merging Dark room Asstt. Jr. Grade and Dark Room Asstt.-6)	950-1500	By promotion
Dark Room Asstt. Jr. Grade(2)	950-1400			

Glazer (91)	800-1150	Photo Attendant Grade II(after merging Trinner and Glazer-93)	800-1150	By direct recruitment/transfer of Group D employees with 2 years experience (8th pass with 2 years relevant experience).
Trinner(2)	775-1025			
DEFENCE RESEARCH AND DEVELOPMENT ORGANISATION				
Artist-cum-Photographer (27)	1600-2660	Chief Photographer (by upgradation of 4 posts of Artist-cum-Photographer)	2000-3500	By promotion
		Sr. Photographer Grade[(by upgradation of 8 posts of Artist-cum-Photographer]	1640-2900	By promotion
		Sr. Photographer Grade II(By retaining 15 posts of Artist-cum-Photographer)	1600-2660	2/3rd by promotion and 1/3rd by DR with degree in fine arts and 2 years experience.
Photographer Assistant (26)	1350-2200	Photographer Grade-I (by upgrading 26 posts of Photographer Assistant)	1400-2300	By promotion

Photographer grade I (42)	1200-2040	Photographer Grade II(by merging existing 26+42 Photographer Grade II and I)	1200-2040	By direct recruitment in future (Matric with diploma in Photography and 2 years experience	
Photographer grade II (26)	950-1500				
Ferro Printer/Blue Printer(60)	800-1150	Ferro Printer Grade I (by upgrading 10 posts of Ferro Printer)	1200-2040	By promotion	
		Ferro Printer Grade II(by upgrading 20 posts of Ferro Printer)	950-1500	By promotion	
		Ferro Printer Grade III (by retaining 30 posts of existing Ferro Printer/Blue Printer)	800-1150	By direct recruitment (Middle School) pass with 2 years experience	To be delinked from the cadre of Photographers
DIRECTORATE GENERAL QUALITY ASSURANCE					
Artist-cum-Photographer (20)	1600-2600	Chief Photographer (by upgradation of 3 posts of Artist-cum-Photographer)	2000-3500	By promotion	
		Sr. Photographer Grade I(by upgradation of 5 posts of Artist-cum-Photographer)	1640-2900	By promotion	
		Sr. Photographer Grade II (by retaining 12 posts of Artist-cum-Photographers)	1600-2660	2/3rd promotion and 1/3rd by DR with degree in fine arts and 2 years experience.	
Photographer grade I (18)	1200-2040	Photographer Grade I(by upgrading 18 posts of photographer grade I in 1200-2040 scale)	1400-2300	By promotion	
Photographer grade II (29)	950-1500	Photographer Grade II(by upgrading 29 Photographer Grade II in 950-1500	1200-2040	By direct recruitment in future (Matric with diploma in Photography and 2 years experience).	

Ferro Printer (88)	800-1150	Ferro Printer Grade I (by upgrading 13 posts of Ferro Printers)	1200-2040	By promotion	
		Ferro Printer Grade III By upgrading 25 Ferro Printers)	950-1500	By promotion	
		Fero Printer Grade III (by retaining 50 Fero Printers)	800-1150	By direct recruitment (Middle School pass with 2 years experience)	}To be delinked from the cadre }of Photographer
MINISTRY OF WATER RESOURCES					
CENTRAL GROUND WATER BOARD					
Photographer grade-I (1)	1350-2200	Sr. Photographer	1600-2660	ACP Grade (Dynamic	
		Photographer Grade I (Existing Photographer Grade)	1400-2300	By promotion	
Photographer grade-II (1)	1200-2040	Photographer Grade II (Existing Photographer II)	1200-2040	Direct recruitment (Matric with diploma in Photography and 2 years experience	
CENTRAL WATER AND POWER RESEARCH STATION					
Chief Photographer (1)	1640-2900	Sr. Photographer Grade I (by retaining existing Chief Photographer)	1640-2900	By promotion	

Photographer (2)	1350-2200	Sr. Photographer Grade II (by upgrading one Photographer from scale of 1350-2200)	1600-2660	By promotion
		Photographer Grade I (by upgrading 1 Photographer in scale of 1350-2200)	1400-2300	By promotion
Assistant Photographer	1200-2040	Photographer Grade II (by existing Assistant Photographer)	1200-2040	Direct recruitment (Matric with diploma in Photography and 2 years experience)
MINISTRY OF AGRICULTURE				
D/o COOPERATION				
DIRECTOR OF EXTENSION				
Photographic Officer (1)	2000-3500	Chief Photographer (by retaining existing post of Photographic Officer)	2000-3500	By promotion
Photographer (2)	1640-2900	Senior Photographer Grade-I (by retaining two posts of Photographer One post will, on vacation, be downgraded to Photographers Grade II in Rs. 1200-2040)	1640-2900	By promotion
		Senior Photographer Grade-II	1600-2660	(ACP Grade (Dynamic)
Bromide Printer (Colour) (1)	1400-2300	Photographer Grade I (by existing Bromide Printer (Colour)	1400-2300	By Promotion

Bromide Printer (Black & White) (1)	950-1400	Photographer Grade II	1200-2040	No post at present, in future DR may be made at this grade (Matric and diploma in Photography with 2 years experience)
		Photo Attendent Grade-I (by existing Bromide Printer)	950-1500	By promotion
Dark Room Assistant (Photography) (2)	800-1150	Photo Attendent Grade-II (by existing Dark Room Assistant)	800-1150	Direct recruitment (8th pass with 2 years experience)
MINISTRY OF HRD				
D/o EDUCATION				
CENTRAL INSTITUTE OF				
INDIAN LANGUAGES, MYSORE				
Photographer (1)	1400-2300	Chief Cinematographer	2000-3500	ACP Grades
		Cinematographer Grade-I	1640-2900	
		Cinematographer Grade-II (By existing photographer)	1600-2660	By direct recruitment (Diploma in Cinematography with 5 years experience falling which by transfer on deputation)
DIRECTORATE OF ADULT EDUCATION				
Photographer(I)	1640-2900	Senior Photographer (by existing photographer)	2500-4000	ACP grades for the present incumbents. For the future the post be downgraded to Rs. 1200-2040 with diploma in photography and
			2000-3500	2 years experience as qualification

			1640-2900	By direct recruitment (Matric and diploma in photography and 8 years experience)

DEPARTMENT OF CULTURE

NATIONAL MUSEUM

Senior Photographer (1)	1640-2900	Sr. Photographer Gd. I (by retaining existing Sr. Photographer)	1640-2900	By promotion
		Senior Photographer Gd. II (by upgrading one post of Photographer from 1400-2300)	1600-2600	By promotion
Photographer (2)	1400-2300	Photographer Grade-I (by retaining one post of photographer)	1400-2300	By promotion
Assistant Photographer (4)	1200-2040	Photographer Grade-II (by retaining existing Assistant Photographer)	1200-2040	By direct recruitment (Matric and diploma in Photography and 2 years experience

ANNEX 55.6

(See Para 55.230)

DEPARTMENT	DESIGNATION	FILLED POSTS	PROPOSED SCALE	PROPOSED DESIGNATION WITH NO. OF POSTS	MODE OF RECRUITMENT
A.G's BRANCH					
1200-1800	Cinema Projectionist G.III	11	1400-2300	Sr. Projectionists G.I. (6)	Promotion (and by upgrading 6 posts out of 13 to Sr. Projectionists Gr. I)
1200-1800	Cinema Operator	2	1200-2040	Projectionists G.I. (7)	Promotion (Merger of Cinema Operator (2) A Cinema Projectionists (II)
950-1400	Cinema Projectionist G. III	12	950-1500	Projectionist Gr. II (12)	DR- Matric A Certificate/Licence in Projection.
AIR HEADQUARTERS					
950-1500	Cinema Operator G.II	2	1400-2300	Sr. Projectionist Gr. II	ACP Grades
			1200-2040	Projectionists Gr. I	ACP Grades
			950-1500	Projectionist Gr.II	Dr. Matriculation and Certificate/Licence in Projection
ARMED FORCES MEDICAL SERVICES					
1200-1800	Cinema Projectionist Gr. I	1	1400-2300	Sr. Projectionist Gr. II	ACP Grade
950-1500	Cinema Projectionist Gr. III	2	1200-2040	Projectionist Gr. I	Promotion (By upgradation of cinema Projectionist Gr. I in 1200-1800)
950-1500	Cinema Operator Gr. III	1	950-1500	Projectionist Gr. II (3)	Dr - Matric & Certificate/Licence in Proje-

1200-1800	Cinema Operator Gr. I	2	1400-2300	Sr. Projectionist Gr. II	ACP Grade
			1200-2040	Projectionist Gr. I (2)	Promotion (by upgradation of Cinema Operator Gr. I in 1200-1800)
950-1500	Cinema Operator Gr. II	4	950-1500	Projectionist G. II (4)	DR - Matric & Certificate/Licence in Projection
NAVAL HEADQUARTERS					
1200-1800	Cinema Projectionist Gr. I	3	1600-2660	Sr. Projectionist Gr. I	ACP Grade (For present incumbents only)
			1400-2300	Sr. Projectionist Gr. II	ACP Grade
			1200-2040	Projectionist Gr. I	After wasting out of present incumbents, Dr may be made at 950-1500 with 1200-2040 and 1400-2300 as ACP Grade)
ARMED FORCES FILM & PHOTO DIVISION					
1400-2300	Sr. Projectionists		1600-2660	Sr. Projectionist Gr. I	ACP Grade I For present incumbents only)
			1400-2300	Sr. Projectionist G. II	Promotion
1200-2040	Projectionists		1200-2040	Projectionist Gr. I	After wasting out of present incumbents, DR may be made at 950-1500 with 1200-2040 and 1400-2300 as ACP Grades.
COLLEGE OF COMBAT, WHOW (MoD)					
1200-1800	Cinema Projectionists Gr. I		1400-2300	Sr. Projectionist Gr. II	ACP Grade
			1200-2040	Projectionist Gr. I	Promotion

950-1500	Cinema Projectionists Gr. II	950-1500	Projectionist Gr. II	DR-Matric & Certificate/Licence in Projection
RURAL HEALTH TRAINING				
CENTRE, NAJAFGARH				
1200-2040	Projectionist	1600-2660	Sr. Projectionist Gr. I	ACP Grade (for present incumbents only)
		1400-2300	Sr. Projectionist Gr. II	ACP Grade
		1200-2040	Projectionist	After wasting out of present incumbents, DR may be made at 950-1500 with 1200-2040 and 1400-2300 as ACP Grades.
MINISTRY OF FOOD				
1200-2040	Project Operator cum Driver	1600-2660	Sr. Projectionist Gr. I	ACP Grade (for present incumbents only)
		1400-2300	Sr. Projectionist Gr. II	ACP Grade
		1200-2040	Projectionist Gr. I	After wasting out of present incumbents, DR may be made at 950-1500 with 1200-2040 and 1400-2300 as ACP Grades.
NATIONAL TEACHER				
TRG. CENTRE (JIPNER)				
PONDICHERRY				
950-1500	Audio Visual Assistant	1400-2300	Sr. Projectionist Gr. I	ACP Grade
		1200-2040	Sr. Projectionist Gr. II	ACP Grade
		950-1500	Sr. Projectionist Gr. II	DR-Matric & Certificate/Licence in projection.
DOORDARSHAN				
1200-1800	Film Projectionists	1600-2600	Sr. Projectionist Gr. I	ACP Grade
		1200-2040	Sr. Projectionist Gr. II	ACP Grade (As and when present incumbents are wasted out the DR may be resorted at Rs. 950-1500 with ACP Grades of Rs. 1200-2040 and Rs. 1400-2300)
		950-1500	Sr. Projectionist Gr. II	DR-Matric & Certificate/Licence in Projection.

DAVP MINISTRY OF I&B					
1350-2200	Film Projectionists		1600-2660	Sr. Projectionists Gr. I	ACP Grade (For existing incumbents only)
			1400-2300	Sr. Projectionist Gr. II	After wasting out of present incumbents, D.R. may be made at 950-1500 with 1200-2040 and 1400-2300 as ACP Grades.
FILMS DIVISION					
1350-2200	Projection Room Operator	13	1600-2660	Sr. Projectionist Gr.I (6)	Promotion.
			1400-2300	Sr. Projectionist Gr. II (7)	Promotion 7 out of 13 posts of Projection Room Operator may be upgraded to 1400-2300 while the remaining 6 may be upgraded to 1600-2660.
950-1400	Asstt. Projection Room	15	1200-2040	Projectionist Gr. I (7)	Promotion 2 out of 15 posts of Asstt. Projec- Room Operator may be upgraded 2040.
tion to 1200-					
			950-1500	Projectionist Gr. II(8)	DR-Matric & Certificate/licence in Projection.

ANNEX 55.7
(Refers to Para 55.233)

EXISTING		PROPOSED			
Name of Offices	Scale(Rs.)	Designation	No. of Posts	Designation	S
Anthropological Survey of India	1400-2300	Publicity Asstt.	02	Publicity Asstt.	14
Border Roads Development Board	1400-2300	Publicity Asstt	01	Publicity Asstt	14
Deptt.of Small Scale Industries	3700-5000	Director(Publicity)	01	To be encadred in IIS	
	3000-4500	Dy.Director(Publicity)	01	To be encadred in IIS	
Directorate of Sugarcane Development	1640-2900	Jr.Publicity Officer	01	Jr.Publicity Officer 2900	
Planning Commission	1640-2900	Publicity Investigator	01	Jr.Publicity Officer 2900 (Rs.1640-2900 may first ACP Grade for Asstt.)	

Annexc 55.8
(See para 55.286)

DISTRIBUTION OF ESTABLISHMENT OF VETERINARY OFFICERS AND VETERINARIANS ACROSS DEPARTMENTS

GROUP	AH&D	ENV.& FOREST	HEALTH & FW	CPOs	OTHER	TOTAL
A	92	16	2	9	1	120
B	68	226	5	23		321
C	95	45	5	56		241
D	346	2	3	-		351
TOTAL	631	289	15	88	1	1024

Annexe 55.9
(See para 55.291)

PROPOSED RANKING OF VETERINARY OFFICERS IN THE CENTRAL VETERINARY SERVICE

PAY SCALES	PROPOSED RANKING & DESIGNATIONS		
	MINISTRY LEVEL	FIELD PRACTICE	TEACHING
Rs.2200-4000	Asstt. Dir (AH)	Veterinary Surgeon	Assistant Professor
Rs.3000-4500	Dy Director (AH)	Sr. Vet Surgeon	Associate Professor
Rs.3700-4500	Jt. Director (AH)	Ch. Vet Surgeon	Professor
Rs.4500-5700	Dir. (AH Services)	Dir. (Vet Services)	Dir Professor
Rs.5900-7300	Deputy Director General (AH & Vet Services)		
Rs.7300-7600	Director General (AH & Vet Services) & Animal Husbandry Commissioner		

ANNEXE 55.10
(SEE PARA 55.295)

EXISTING QUALIFICATIONS, DESIGNATIONS AND PAY-SCALES OF VETERINARIANS, PARA-VETERINARIANS AND SUPPORT STAFF

Nomenclature	Pay-scale	Educational Qualifications
Animal House Supervisor	Rs.1640-2900	B.Sc.
Biological/Zoological/ Veterinary Assistants	Rs.1400-2300	B.Sc. with Biology/Zoology
Animal Husbandry Assistant	Rs.1200-2040	Matric + 2 yrs Certificate Course
Compounder (BSF)	Rs.1400-2300	- do -
Dresser - ITBP/IB/BSF	Rs.1200-1800 Rs. 975-1660 Rs. 950-1500	- do -
Stockman/Stock Asstt/ Vaccinator/Milk Recorder	Rs.975-1540 Rs.950-1500	- do -
Animal Caretaker/ Head Animal Attendant/ Sr. Animal Attendant/ Bull Attendant/Cattle Attendant/Animal Attendant/Syce	Rs.750-940 Rs.775-1025 Rs.800-1150 Rs.825-1200 Rs.900-1500 Rs.975-1540 Rs.1200-2040	8th Standard + 2 years experience in attending to animals.

56

Ministry of Agriculture

General

56.1 The Ministry of Agriculture leads the primary sector of the Indian economy towards self-sufficiency in the field of agricultural production, livestock, livestock products and health and pioneering scientific activity in Agricultural research. It comprises three Departments - Agriculture & Co-operation, Animal Husbandry & Dairying and Agricultural Research and Education.

DEPARTMENT OF AGRICULTURE & CO-OPERATION

Objective, Role and Activities

56.2 The Department of Agriculture & Co-operation is responsible for the formulation and implementation of the national policies and programmes aimed at achieving rapid agricultural growth through optimum utilisation of the country's land, water, soil, plant and fisheries resources. The Department undertakes measures to ensure timely and adequate supply of inputs and services such as fertilizers, seeds, pesticides, agricultural implements, agricultural credit and insurance and to ensure remunerative returns to the farmer for his agricultural produce. It is engaged in collection and maintenance of a wide range of statistical and economic data relating to agriculture required for development planning, organising agricultural census, assisting and advising the states in undertaking scarcity relief measures in management of natural calamities like flood, drought, cyclone, etc. The Department is also responsible for formulation of overall cooperative policy of the country, matters relating to national Co-operative organisations, co-operative training and education and also for participation in international activities.

Landmarks in Development

56.3 From the time of the First Five Year Plan, agriculture has received priority in the thrust towards economic development. The Department's efforts gave the country the agrarian reforms, green and white revolutions, with the high-yielding varieties programme, the co-operative movement and operation flood India is well on the way to self-sufficiency in foodgrains production today.

Organisational Set up

56.4 The Department is headed by a Secretary in the pay of Rs.8000 (fixed). He is assisted by one Special Secretary who is also designated as Director, Technolgy Mission on Oilseeds and Pulses (TMO&P), 3 Additional Secretaries (Rs 7300-7600), 12 Joint Secretaries (Rs 5900-6700), and supported by technical

experts in the fields of agricultural sciences, including horticulture, fisheries, engineering, etc. The Department is supported in its field functions by 3 attached offices and 23 subordinate offices all over the country for executing its policies and programmes, co-ordination with State level agencies and implementing Central Sector schemes in their respective fields. Two Public Sector Undertakings, six autonomous bodies and twelve national level co-operative organisations also assist the Department in executing the various policies and programmes.

Distribution of Establishment

56.5 There are about 1531 personnel in the Department - 222 in Group A, 508 in Group B, 510 in Group C, and 290 in Group D, spread across 23 Divisions, one Technology Mission on Oilseeds and Pulses and 6 Cells. The personnel comprise not only the organised services and usual secretariat staff, but also scientific and technical personnel in the field of agricultural sciences, technology and engineering, fisheries science and engineering, soil conservation and engineering, fertilizer technology etc

Demands in Memoranda

56.6 The Associations of Scientific & Technical Officers and staff of the Department has demanded status at par with the agricultural scientists in the ICAR and Agriculture Universities on the one hand, and scientists in other fields of activity like Space, Atomic Energy, Bio-technology, Defence Research, etc., in terms of pay and career, including extension of the Flexible Complementing Scheme presently operating for scientists. The officers have urged the formation of an organised All India Service of Agricultural Scientists and improvement of their career prospects so as to attract and retain talent in this crucial segment of economic activity. Upgradations have been sought for the Horticulture, Fisheries Development and Fertilizer Commissioners, as well as the Credit Expert, at par with the Agriculture and Animal Husbandry Commissioners. the scientific staff have also asked for upgradation and provision of promotion avenues, particularly by way of a percentage being set aside for them in the proposed "Indian Agriculture Service." The high degree of compartmentalisation and isolation not only in the Secretariat, but also in the attached and subordinate offices, has affected career progression which is another point of dissatisfaction among these officers and staff The S&T Officers and staff have asked for allowances to meet the expenditure on purchasing scientific magazines, journals and publications.

Issues before this CPC

56.7 We note that agriculture is a State subject under the Constitution. With this in mind we felt the need to go into the reasons for having such a large Ministry at the Centre. We also observed that some subjects handled by the Department overlapped with those of other Departments like fertilizers, fisheries, census, etc. Further, the Department supports a very large number of Commodity Development Directorates and handles about 80 Centrally sponsored schemes on a cost sharing basis with the State Governments. The National Commission on Agriculture, 1976, itself had suggested the constitution of an organised service of Agriculture Scientists. As part of the scientific services, the Commission also explored the reasons for the differences in the Agricultural Research and Animal Husbandry sciences when compared with the other "glamorous" sciences like Space, Atomic Energy, Electronics, Ocean Development, Non-conventional Energy Resources, Bio-technology, etc. where a Flexible Complementing Scheme had been introduced for career advancement purposes.

Our recommendations : Central Agriculture Service

56.8 We first take up the demands made before us. On the question of constitution of an organised service of Agriculture Scientists, not only the National Commission on Agriculture but also the Sarkaria commission on the Inter-state Relations (1982), recommended constitution of Indian Agricultural Service on the lines of the all-India services. The Department obtained the views of the State Governments and Union Territories in the matter and found that the proposal was not received with much favour. Only Gujarat, Rajasthan, Himachal, Orissa and Union territories of Andaman & Nicobar, Chandigarh, Daman & Diu and Dadra & Nagar Haveli favoured the idea. The Department of Personnel and Training clarified that unless the proposal is supported by at least 50% of the States, there is no likelihood of it being processed further. During oral discussions, Secretary (Agriculture) favoured the constitution of a Central Agriculture Service with sub-cadres in the specialised fields. The Department and its attached and subordinate offices have at least 159 Agricultural Scientists, who are at least graduates and post-graduates in Agricultural Sciences, at the Group A level. This excludes the specialised allied support of Agriculture Engineering, Soil Conservation and Fisheries. **Keeping all these factors in mind we recommend constitution of a Central Agriculture Service comprising all Group A posts in the Department and its attached and subordinate offices requiring at least a degree in Agriculture as the minimum qualification. We are not in favour of sub-cadres of specialists and recommend that the proposed service should develop its own expertise in allied fields.**

Group A Scientists

56.9 In the matter of parity of pay-scales of the Scientific and Technical Officers of the Ministry with Scientific posts in the ICAR, CSIR, etc. and those in the other Scientific Departments, the administrative Ministry has supported the idea of upgradation of Scientific and Technical Officers, Secretary (Agriculture) has also urged that the pay-scales of the Agriculture Scientists, particularly at the level of Joint Commissioners are extremely low and should be upgraded as it is very difficult to attract, retain and motivate them at this level. We do not recommend parity with the ICAR, CSIR, etc. as these are research institutions and autonomous bodies. As no R&D activity is involved in the Secretariat, we are also not in favour of extending the Flexible Complementing Scheme in the Secretariat. However, in the rationalisation of pay scales, the scale of Rs. 3000-5000 has been merged with the scale of Rs. 3000-4500. and the scale of Rs. 4100-5300 has been merged with the scale of Rs.4500-5700. A general parity with posts in the other scientific departments will, thus be possible. **We recommend that Joint Commissioners in the Department, presently in the scale of Rs. 4100-5300 may be placed in the scale of Rs. 4500-5700.**

Scientific & Technical Staff

56.10 **Among the scientific and technical staff there are 12 Technical/Jr.Technical Assistants in the scale of pay of Rs. 1400-2300. While 9 of them are required to possess a degree in Agriculture as the minimum qualification 3 of them, working in the Credit Division have been recruited with qualifications in Economics and Statistics. We recommend that posts of Technical Assistants where a degree in science is the minimum essential qualification may be placed in the scale of Rs. 1600-2660.** 66 Senior Technical Assistants (including 6 in Economics and Statistics and 2 in Law), most of whom are direct recruit post-graduates and graduates in Agricultural sciences with direct promotion avenues to Group A in their respective Divisions, after rendering 5-8 years of service, are in the scale of pay of Rs. 1640-2900. They have represented that over a period of time both Section Officers, as well as Assistants of the

Central Secretariat Service have been upgraded. A degree in Agriculture or Agricultural sciences does not take less than 4 years of education. **We recommend that 33 posts of Senior Technical Assistants should be placed in the scale of pay of Rs. 2000-3500 and be redesignated as Senior Technical Assistant Grade I, retaining the balance 33 posts in the existing pay scale but with the designation of Senior Technial Asistant Grade II.** The next higher grade comprises 10 posts of Technical Officers, Assistant Directors and Assistant Development Officers in the scale of pay of Rs.2000-3500. **As direct recruitment already exists at the two lower levels of Senior Technical Assistant and Technical Assistant, this grade may be retained as a 100% promotion grade for the Senior Technical Assistants and placed in the scale of pay of Rs. 2500-4000.** The next higher level will be the Central Agriculture Service proposed in para 62.13. Like all organised Group A services, the Central Agriculture Service may provide for a percentage of promotion not exceeing 50%.

General demands and pay-scales

56.11 The other demands mentioned above are of a more general nature affecting all the scientific services. We have made our recommendations on these and pay-scales of all the other posts in the Secretariat in the relevant chapters.

Constitution of Expert Committee

56.12 There is a big question mark on the need for a large Ministry of Agriculture at the Centre handling so many centrally sponsored schemes, with a large number of subordinate offices and commodity development Directorates, some of which may have outlived their utility. This is certainly a fertile ground for exploring the possibility of optimising the Government machinery. Secretary (A&C), during oral discussions, was of the opinion that most achievements on the agricultural front had been due to the Centre's efforts directed at attaining self-sufficiency in foodgrains production. The Green and White Revolutions, Land Reforms, Co-operative movement, etc. would not have been possible without the Central Government's initiative and presence. Inter-state problems of pest control, transfer of technology, fertilizer movement, etc. as well as international issues, could not be left to individual states. He felt that a 1500-strong Ministry compared to the size of the whole Secretariat was not very large. Transfer of centrally sponsored schemes en-masse had been experimented in the past with not very encouraging results. Even regarding the large number of subordinate field formations, an exercise had been undertaken through the Staff Inspection Unit and the staff strength optimised. He felt that this whole area of issues should best be taken on by an Expert Committee for making a critical review. We observe that of the total staff at the Group B and C levels, 89% are administrative and auxiliary, including the common categories. At Group A level, this proportion is about 45%. **We recommend that Government should constitute an Expert Committee to examine the need to have such a large administrative and auxiliary workforce, particularly when the attached and suborodinate offices themselves have such categories and subject-matter specialists. In particular transfer of centrally sponsored schemes and overlapping subjects should also be examined. the Expert Committee should be under the Department of Administrative Reforms. Another Committee, under the Planning Commission should review the functioning of the centrally sponsored schemes and suggest which of these can be transferred to States so that the Centre's presence in size and stature on the subject can be optimised. This Committee should also look into the need for the large number of subordinate offices and commodity development Directorates under the Department.**

DIRECTORATE OF PLANT PROTECTION, QUARANTINE & STORAGE

Background

56.13 Established in 1946 for sustaining crop production by preventing crop losses due to pests and diseases and promoting plant protection activities in the country, the Directorate of Plant Protection Quarantine and Storage is an attached office of the Department of Agriculture & Co-operation. It advises and assists the Central Government on all matters relating to plant protection. It supplements states' efforts in the field, and carries out tasks relating to adoption of Integrated Pest Management, Survey, monitoring and control of locust in scheduled desert areas. It is also responsible for providing plant quarantine services and ensuring availability of safe and effective pesticides. Its activities include the statutory measures under the Insecticides Act, 1968.

Organisational set-up and Distribution of Establishment

56.14 Headed by a Plant Protection Advisor (PPA) (Rs.4500-5700), the Directorate has its headquarters at Faridabad. The Directorate controls 25 Pest Management Centres, 28 Locust Warning Stations, and 26 Plant Quarantine Stations spread across the country. Besides, it has a Central Insecticides Laboratory, also at Faridabad, under a Director (Rs.4500-5700), with 2 Regional Laboratories, each headed by a Regional Director (Rs.3700-5000). There is also a Central Insecticides Board and Registration Committee, with a Secretary (Rs.4500-5700) performing the statutory functions, and a Central Plant Protection Training Institute (CPPTI) at Hyderabad, headed by a Director (Rs.4100-5300). The Directorate has a total strength of 1693 personnel - 125 in Group A, 162 in Group B, 963 in Group C and 443 in Group D - organised into 5 mainstreams and one administrative/auxiliary stream - Plant Pathology, Entomology/Nematology, Bio-assay (including Weed Control and Agronomy), Medical Toxicology/ Pharmacology, and Lab Chemistry as follows:-

STREAM	GROUP				
	A	B	C	D	Total
Plant Pathology	32	28	-	-	60
Ento/Nematology	40	89	487	64	680
Bio-Assay	15	4	11	-	30
Medical	11	3	10	1	24
Chemistry	17	13	63	45	138
Admn & Accounts	3	12	179	170	364
Others	7	13	213	163	396
TOTAL	125	162	963	443	1693

The Directorate was declared an S&T Institution in May, 1988. However, the S&T personnel in the organisation have not been extended the benefits under FCS.

Demands in Memoranda and other issues

56.15 The Scientific Officers have stated that the National Commission on Agriculture had recommended upgradation of the Plant Protection Advisor to the status of a Joint Secretary to the Government of India. They have demanded an independent "Department" status for the Directorate, besides upgradation of the scale of PPA. They have also requested for extension of the benefits of FCS to its Scientific and Technical personnel, and constitution of a "Plant Protection Service" embracing all the officers of the Directorate. Besides, we find that a very large number of posts are filled in isolation, leaving the possibility of merger of posts in the same field of activity. Some posts carrying common qualifications are not covered by any of the existing cadres, whether as promotion or feeder posts. There is also some amount of confusion in the same designations being used at different levels, suggesting the need for restructuring.

Our recommendations Plant Protection Adviser

56.16 There are presently 3 posts in the scale of pay of Rs. 4500-5700 comprising the Plant Protection Adviser (PPA), Director (CIL) and Secretary (CIB&RC). The PPA is in overall charge of the Directorate. There are also 2 posts in the scale of pay of Rs. 4100-5300 viz. Director (IPN) and Director (NPPTI). The administrative Ministry has argued that it is unusual to keep PPA in a lower scale than the Directors and Commissioners of Agriculture of State Governments who are advised and guided by him. We also observe that the two posts within the overall charge of the PPA are also in the same scale of pay. Accordingly, **we recommend that the PPA may be placed in the scale of pay of Rs. 5100-6150.**

Creation of organised Service

56.17 The Technical Officers of the Directorate have demanded an organised service to be designated as the Indian Plant Protection Service covering all the officers in the different streams of the Directorate. We have separately made recommendations on the constituion of a Central Agriculture Service which will have its own areas of specialisation. We observe that the Scientific and Technical Officers of the Directorate are organised into 6 different functional streams viz. Plant Pathology, Entomology, Bioassay, Chemistry, Packaging and Processing & Toxicology. None of these streams has sufficient strength to form a separate service either individually or collectively. **We recommend that the S&T Officers of the Directorate should form a part of the proposed Central Agriculture Service in the long run. We, however, do not recommend constitution of a separate Indian Plant Protection Service.**

Flexible Complementing Scheme

56.18 The Directorate has been declared as a scientific and technical organisation since May, 1988 but does not enjoy the benefits of the Flexible Complementing Scheme applicable to such organisations. The S&T Officers have demanded extension of Flexible Complementing Scheme not only to the Group A levels but also Scientific Staff at Group B & C levels. Elsewhere in this Report we have made our recommendations on the Assured Career Progression (ACP) Scheme and a modified Flexible Complementing Scheme restricted to R&D professionals. Since the officers of this Directorate are not covered by the definition of R&D professionals suggested by us. We do not recommend

extension of FCS to them. They will, however, be governed by the provisions of the ACP scheme recommended by us. It is also recommended that as a measure to check stagnation multiple levels of direct entry in a single Group should be discontinued. Isolated posts in each stream should be merged with the cadre posts of the stream and filled by promotion as far as possible. The posts of Director (NPTI) and Director (IPM) alongwith Director (CIL) and Secretary (CIB) should be redesignated as Addl. Plant Protection Advisor. The posts of Addl. Plant Protection Advisors should be merged for purposes of promotion to the post of PPA. Consequently, at the level of Joint Director also a common seniority may be formed for promotion to higher posts. The changes at the levels of Joint Director and below should be effected stream-wise in the manner discussed in the succeeding paragraphs.

Plant Pathology

56.19 **Two posts of Joint Director (Plant Pathology), 1 post each of Deputy Director (Plant Pathology) and Plant Pathologist all in the scale of Rs. 3700-5000 should be merged into a single cadre, redesignated as Joint Director (Plant Pathology) and filled entirely by promotion from the grade of Deputy Director (Plant Pathology).** There are nine posts of Deputy Director (Plant Pathology) and one post each of Micro-Biologist and Sr. Plant Pathologist all in the grade of Rs. 3000-4500. **As all these 11 posts require the same basic qualification and function in the same stream they should be merged, redesignated as Dy. Director (Plant Pathology) and filled entirely by promotion from the post of Assistant Director (Plant Pathology).** There is one post each of Jr. Plant Pathologist and Jr. Virologist and 10 posts of Asstt. Director (Plant Virology) all in the scale of Rs. 2200-4000 requiring post graduate qualification in Agriculture/Botany with specialisation in Plant Pathology. **These 12 posts should be merged, redesignated as Assistant Director (plant Pathology) and filled 50% by direct recruitment and 50% by promotion from the level of Plant Protection Officer (Plant Pathology).** No change is suggested for Plant Protection Officer (Plant Pathology) who will continue to be recruited 100% by direct recruitment with post graduate qualification except that he will have one dynamic ACP scale of of Rs. 2500-4000.

Entomology

56.20 There are two posts of Joint Director (Entomology), one post of Deputy director (Entomology) and one post of Entomologist (Insecticide) all in the scale of Rs. 3700-5000. The latter two posts are filled by direct recruitment. **All the four posts should be merged, redesignated as Joint Director (Entomology) and filled entirely by promotion. 10 posts of Deputy Director (Entomology) and one post of Sr. Entomologist, should be merged, redesignated as Deputy Director (Entomology) and filled by promotion. The 23 posts of Asstt. Director (Entomology) and one post each of Junior Agronomist, Junior Entomologist & Junior Rodent Specialist, the last two posts being filled by direct recruitment in the scale of Rs. 2200-4000, should be merged, redesignated as Asstt. Director (Entomology) and filled 50% by promotion and 50% by direct recruitment.** There are 36 posts of Plant Protection Officer (Entomology) and 1 post of Asstt. Nematologist in the scale of Rs. 2000-3500 carrying similar qualifications. **These 37 posts should be merged and redesignated as Plant Protection Officer (Entomologist) with the dynamic ACP to the level of Rs. 2500-4000.** Recruitment will continue to be 50% direct recruitment (with post graduate qualifications) and 50% by promotion from

Assistant PPOs.

Weed Science

56.21 There are two posts of Joint Director (Bioassay) in the scale of Rs 3700-5000. No change is suggested except redesignation as Joint Director (Weed Science). **They may be filled 100% by promotion from among Deputy Director (Weed Science).** The next lower level comprises two posts of Senior Scientific Officer (Bioassay) one post each of Agronomist and Deputy Director (Weed Science) in the scale of Rs. 3000-4500. Senior Scientific Officer (Bioassay) is a promotion post for Junior Scientific Officer (Bioassay) and Deputy Director (Weed Science) is a promotion post for Assistant Director (Weed Science) Agronomist is a deputation post. **We recommend merger of these four posts. They may be redesignated as Deputy Director (Weed Science) and filled entirely by promotion from Assistant Director (Weed Science).** The five posts of Assistant Director (Weed Science) (recruited directly) and three posts of Junior Scientific Officer (Bioassay) are filled 25% by promotion failing which by transfer on deputation and failing both by direct recruitment and 75% by Direct Recruitment. They are in the scale of Rs. 2200-4000. **These posts should be merged, and redesignated as Assistant Director (Weed Science) and be filled 100% by direct recruitment.**

Chemistry

56.22 There are two posts each of Joint Director (Chemistry) and Director (Regional Labs) and one post each of Senior Deputy Director. Senior Chemist all in the pay scale of Rs. 3700-5000 **These six posts should be merged, redesignated as Joint Director (Chemistry) and filled by promotion failing which by transfer on deputation. The lone post of Deputy Director (Chemistry) and two posts of Sr. Scientific Officer (Chemistry), all in the pay scale of Rs. 3000-4500 should be merged, redesignated as Deputy Director(Chemistry) and filled entirely by promotion.** There are two posts of Asstt. Director (chemistry) and five posts of Scientific Officer (Chemistry) These are in the pay scale of Rs. 2200-4000. **All the 7 posts should be merged redesignated as Assistant Director (Chemistry) and filled 50% by promotion and 50% by direct recruitment.** There are five posts of Junior Scientific Officer (Chemistry) and one post of Junior Scientific Officer (Bio-Chemistry) all in the pay scale of Rs. 2000-3500. Further 7 posts of Asstt. Scientific Officer (Chemistry) in the scale of Rs. 1640-2900 have been separately recommended for upgradation to the scale of Rs. 2000-3500). **All the 13 posts should be merged, redesignated as Plant Protection Officer (Chemistry) and filled by promotion from among 44 Scientific Assistants.** There will also be a dynamic ACP grade of Rs 2500-4000 for the posts of Plant Protection Officer (Chemistry)

Engineering

56.23 There are two posts of Joint Director (Packing and Processing) in the pay scale of Rs. 3700-5000. No change is suggested, **except that these should be filled entirely by promotion.** The next lower level is one post each of Senior Scientific Officer (Packing and Processing) and Sr. Agriculture Engineer in the pay scale of Rs. 3000-4500. **Senior Scientific Officer (Plant & Protection) should be redesignated as Deputy Director (Engineering) and filled by promotion from the post of Senior Agriculture Engineer which will be downgraded to Rs. 2200-4000 after the present incumbent has vacated the post. This post should in future, be filled by graduate agricultural engineers.** There is one post of Agriculture Engineer in the pay scale of Rs 2000-3500 carrying educational qualification of Degree/ Diploma in Agriculture Engineering Presently

this is a feeder post for promotion to the pay scale of Rs. 3000-4500, since there is no post in the pay scale of Rs. 2200-4000. **It is recommended that the post of Agriculture Engineer may be redesignated as Plant Protection Officer (Engineering) and should have dynamic ACP to the pay scale of Rs. 2500-4000.**

Medical Posts

56.24 There are 11 posts in Group A carrying Medical Specialists qualifications. in different grades. The administrative Ministry has taken up merger of these posts with the CHS **We recommend encadring these posts in the proposed Central Health Service at the appropriate levels.**

Group B&C Scientific Post

56.25 At the Group B and C level the Directorate has a number of technical posts carrying designations of Laboratory/ Technical/ Jr.Scientific/ Field Assistants and Technical Officers I/II/III in various pay scales ranging from Rs. 950-1500 to Rs. 1640-2900. They have asked for upgradation based on their qualifications and comparability of duties with posts in other streams and S&T Departments **Keeping in view the job profile of posts requiring minimum educational qualification of B.Sc. degree at the entry level the following rationalisation is recommended:**

Designation present	Designation proposed	No. of posts	pay scale Existing	pay scale recommended
Technical Officer-III	Sr.Scientific Asstt-III	228	1400-2300	1600-2660
Technical Officer-II	Scientific Asstt.-I	151	1200-2040	1400-2300
Field Asstt.	Scientific Asstt.-I	2	1200-2040	1400-2300
Jr.Sc.Asstt.(Chem.)	Sr.Scientific Asstt.-III	10	1200-2040	1600-2660
Tech.Asstt. (Bioassay)	Sr.Scientific Asstt.-III	9	1400-2300	1600-2660
Tech Asstt. (Toxicology)	Sr.Scientific Asstt.-III	5	1400-2300	1600-2660
Tech.Asstt. (Animal House)	Sr.Scientific Asstt.-III	2	1400-2300	1600-2660
Tech.Asstt. (X-ray)	Sr.Scientific Asstt.-III	5	1400-2300	1600-2660

Designation present	Designation proposed	No. of posts	pay scale Existing	pay scale recommended
Lab Asstt.(Bio)	Scientific Asstt.-I	2	1200-2040	1400-2300
Asstt. Farm Supdt.	Sr.Scientific Asstt.-III	2	1400-2300	1600-2660
Scientific Asstt. (Chemistry)	Sr.Scientific Asstt.-II	44	1400-2300	1640-2900

In other S&T streams the entry level qualification for the comparable posts is not B.Sc. degree. Their upgradation is not recommended and they will continue in the existing scale of Rs. 1400-2300.

Group B & C posts with post-graduation

56.26 The posts mentioned below have educational qualification of M.Sc prescribed at entry. **The pay scales of these posts may be placed in the scales of Rs. 2000-3500 and Rs. 1640-2900 as follows:**

Designation present	Designation proposed	No.of posts	Pay scale Existing	Pay scale recommended
Asstt. Scientific Officer(Chem.)	Plant Protection Officer(Chem.)	7	1640-2900	2000-3500
Farm Supdt.(Farm)	Plant Protection Officer(Farm)	1	1640-2900	2000-3500
ST [illegible] (Bio-efficacy)	Plant Protection Officer(Bio-efficacy)	4	1640-2900	2000-3500

For comparable posts in other S&T streams viz Agriculture Engineer the entry level qualification is not P.G. degree and upgradation of these posts is not recommended

Assistant (Legal)

56.27 The post of Assistant (Legal) (Rs.1400-2600) is filled by transfer on deputation failing which by direct recruitment from among Assistants(Legal) of the Ministry of Law. The posts in field of deputation are in a higher scale of Rs. 1640-2900. Consequently, the administrative Ministry finds it difficult to fill the post. It has suggested upgradation of the post to Rs. 1640-2900, and has also requested for providing promotion avenues. **We recommend that the entry level of the post should be upgraded to Rs. 1640-2900 with two dynamic ACPs to the levels of Rs. 2000-3500 and Rs. 2500-4000.**

Standard designations

56.28 There is no uniformity in designation at the different levels. Within a level designations vary considerably, and also the same designation can be seen at different levels. Besides, there are posts at the levels of Rs. 1400-2300, Rs. 1200-2040, and Rs. 975-1540, designated as Technical Officers, I,II & III, respectively. The S&T Officers Association of the Directorate has also demanded standardisation of the designations. In our earlier recommendations, we have suggested certain standard designations. **We recommend that these should be adopted as a standard pattern throughout the organisation as follows:**

S.No.	Pay Scale	Redesignation
1.	Rs.2000-3500	Plant Protection Officer with suffix of speciality (instead of Scientific Officer, Junior Scientific Officer, Asstt. Nematologist/ Sr. Scientific Assistant-I etc.
2.	Rs.1640-2900	Senior Scientific Assistant-II (instead of Assistant Plant Protection Officer Scientific Technical Assistant, ASO etc.
3.	Rs.1600-2660	Senior Scientific Assistant-III
4.	Rs.1400-2300	Scientific Assistant-I (instead of Technical Officer-III, Scientific Assistant, Technical Assistant etc.)
5.	Rs.1200-2040	Scientific Assistant-II (instead of Technical Officer-II) Field Assistant etc
6.	Rs.975-1540	Scientific Assistant-III (instead of Technical Officer-I, Laboratory Technician, Fumigation Operator etc.)

COMMISSION FOR AGRICULTURAL COSTS & PRICES

Introduction

56.29 The Government decides on the support prices for various agricultural commodities after taking into account the recommendation of the Commission for Agricultural Costs & Prices (CACP). At present the CACP, an attached office of the Department, recommends to the Government support prices, on regular basis, for a variety of agricultural projects-both food and cash crops

Organisation and Establishment

56.30 The Commission is headed by a Chairman in the scale of pay of Rs.7300-7600. There is also a Member Secretary and 5 other Members all in the scale of Pay of Rs.5900-6700. The total staff strength of the Commission is 109 of these 27 are Group A, 21 in Group B, 39 in Group C & 22 in Group D.

General Pay-scales

56.31 Our recommendations on general pay scales, allowances and conditions of service made in the relevant chapters, will apply to the above posts as well.

DIRECTORATE OF ECONOMICS & STATISTICS

Introduction

56.32 Schemes relating to agricultural economics and statistics are implemented by the Directorate of Economics and Statistics, an attached office of the Department.

Organisation & Establishment

56.33 The Directorate is headed by the Economics & Statistics Advisor in the pay scale of Rs.5900-7300/- The Directorate draws its Group A Officers from Indian Economic Service, Indian Statistical Service and other organised services. The Group B, C and D Staff belong to the Secretariat while the Directorate makes its own recruitment in respect of the technical posts. It has a total staff strength of 505, of which 74 are in Group "A", 78 in Group B and 353 in Groups C&D.

General pay-scales

56.34 Our recommendations on pay scales, etc for these posts are contained in the relevant chapters.

ALL INDIA SOIL AND LAND USE SURVEY (AISLUS)

Background

56.35 The All India Soil and Land Use Survey (AISLUS) is a subordinate office of Ministry of Agriculture, Department of Agriculture and Cooperation, established in the year 1958. The mandate of AISLUS is acquisition, classification, interpretation and presentation of soil and land resource data for planning and execution of soil and water conservation measures as well as watershed management programmes. The Organisation is primarily engaged in conducting soil surveys of different intensities in order to provide sound data base for research and development programmes. The Organisation is well equipped with modern facilities of soil survey, soil analysis, cartography, aerial photography and imagery interpretation laboratories. Besides these, a Remote Sensing Centre has also been set up with the assistance of FAO/UNDP during 1982 to deal with the application of remote sensing techniques in the field of soil survey and land resource mapping.

Organisational set up and distribution of establishment

56.36 AISLUS operates its soil survey activities through from regional centres located at Delhi, Calcutta, Bangalore, Nagpur and 3 sub centres located at Hyderabad, Ahmedabad and Ranchi, with its headquarters at New Delhi. It carries out its activities through a complement of 537 personnel, 42 of them in Group A, 73 in Group B, 302 in Group C, and 120 in Group D. The main stream manpower comprises soil surveyors and survey officers engaged in the work of conducting soil survey, who are supported by Chemical Researchers, Cartography personnel and a small complement of photography and printing personnel, besides the usual

administrative and auxiliary support staff.

Surveyors and other Technical Staff

56.37 There are 30 posts of Junior Soil Surveyors in the scale of pay of Rs. 1400-2300. They have sought merger with Senior Soil Surveyors (Rs.1640-2900) on grounds of similarity of duties and responsibilities. While the cadres are quite rationally organised,we feel that there is scope for further adjustments, Alongside the 30 posts of Junior Soil Surveyors there are 5 Technical Assistants in the same scale of pay with Bachelors Degree in Agriculture as the essential qualification for direct recruitment. These posts are filled 75% by promotion and 25% by direct recruitment The feeder post of Field Assistant (Rs 1200-2040) also requires a minimum qualifications of B.Sc.((Agriculture) and is filled 100% by direct recruitment The Junior Soil Surveyors are graduates in agriculture and are appointed 100% direct recruitment. The next higher level comprises 56 posts of Senior Soil Surveyors,and a Senior Technical Assistant requiring post graduate qualifications and having the same feeder and promotion grades. We are not in favour of merger of feeder and promotion posts. However, in order to provide appropriate pay scales for S&T posts, keeping in mind the entry qualifications, we recommend upgradation as under -

(a) **The Junior Soil Surveyor (30 posts) & Tehnical Assistant (5 posts) should be merged and upgraded to the pay scale of Rs. 1640-2900, merged and filled by promotion from among Field Assistants. The feeder post of Field Assistant (80 posts) (Rs. 1200-2040) should be placed in the pay scale of Rs. 1600-2660 being graduates in Agriculture;**

(b) **Senior Soil Surveyors (55 posts) and STA (1 post)** which require essential qualification of post graduation in soil science or agriculture and are filled 50% by promotion and 50% direct recruitment **should be merged, and 14 of them upgraded to the pay scale of Rs.2000-3500 with dynamic ACP to the scale of Rs.2500-4000.**

(c) **Senior Research Assistants in the scale of Rs.1640-2900** are filled by promotion 50% and direct recruitment 50% and minimum qualification required for the post is M.Sc or Associate of Indian Agriculture Research Institute in Soil Science and Agriculture Chemistry (equivalent to M.Sc.) or M Sc.(Chemistry). **Research Assistant,** in the scale of Rs. 1400-2300 are feeder to Sr.Research Assistant and require post graduation in Chemistry **They should be upgraded to Rs. 1640-2900.** Their feeder grade of **Laboratory Assistants** who are graduates **should be placed in the pay scale of Rs. 1600-2660 and designated as Laboratory Technicians. Consequently, Sr. Research Assistants may be placed in the grade of Rs. 2000-3500 with ACP to the level of Rs. 2500-4000.**

Other Posts

56.38 As regards pay scales, allowances and conditions of service for all the other posts we have made our recommendations in the relevant chapters

DIRECTORATE OF COCOA, ARECANUT & SPICCES DEVELOPMENT, CALICUT

Introduction

56.39 The Directorate of Cocoa, Arecanut & Spices Development was set up as a subordinate office under the Department of Agriculture & Cooperation in April, 1966 for formulating Central Sector/ Centrally sponsored schemes for increasing production and productivity and quality improvement in respect of the commodities, entrusted to it, and rendering technical advice thereon.

Organisation and Establishment

56.40 Headed by an Agricultural Scientist as Director, in the scale of pay of Rs. 3700-5000, the Group A personnel are mainly agricultural Scientists. There are also two Economists. While the posts in Group C form different streams, most of these broadly have common recruitment qualifications, promotion and feeder grades. The total sanctioned staff strength of the Directorate is 46, 6 in Group A, 5 in Group B, 26 in Group C and 9 in Group D.

Demands in Memoranda

56.41 Memoranda received by us contain demands for upgradations and removal of stagnation. Upgradations have been sought by the Director, Scientific Officers and the isolated posts in general to remove stagnation. The organisation is also facing problems in filling up different Group A and B posts. Selection grade has been asked for by the Stenographers alongwith measures to end isolation and stagnation of Translators, Artist, Photographer and Drivers.

Director

56.42 The post of Director, heading the organisation, is now in the scale of pay of Rs. 3700-5000, which was graded on the recommendation of the Fourth CPC. Upgradation has been sought to the scale of Rs 6900-6700. We note that the total staff strength of the Directorate is only 46. **We, therefore, feel that there is no justification for further upgradation of the post.**

Technical Officer

56.43 The Technical Officers of Group A comprising Assistant Directors, Deputy Directors, Research Officers etc. have asked for parity in pay scales with Scientists of ICAR etc. on the basis of comparable qualifications experience and field of activity. The Directorate itself has pointed out difficulties in obtaining suitable candidates to fill vacancies. Elsewhere, in this Chapter we have already recommended that parity in pay scales with Scientific Research Institutions is not advisable. As such, **we do not recommend parity of posts in the Directorate with their counterparts in research institutions.**

Technical streams

56.44 A large number of categories form feeder and promotion grades to single positions despite the fact that all of them require similar or near similar qualifications. The posts of Technical Assistants, Marketing Assistants and Statistical Assistants in the scale of pay of Rs. 1400-2300 are feeder grades for Senior Technical Assistants and Statistical Investigator (Rs. 1640-2900), who in turn are feeder grades for Group A posts of Assistant Director and Research Officer (Rs. 2200-4000). The streams themselves form separate compartmentalised hierarchies. The Directorate faces problems not only in promotions, but also in attracting deputationists particularly in the non-gazetted posts. It has been suggested that instead of filling up of Group A & B posts by periodic transfer on deputation, either permanent absorption or direct recruitment should be resorted to. We are of the opinion that restructuring is essential. We

recommend that the following restructuring should be carried out to smoothen the cadre structure as well as the promotion hierarchy:

(a) Deputy Directors (MERS) (Rs. 3000-4500) and R.O. (Rs. 2200-4000) are Group A posts requiring economics qualifications, filled by promotion in the first instance. The latter is filled directly through Statisticcal Investigator (Rs. 1640-2900) with just five year's service. **Both these posts should be encadred in the Indian Economic Service.**

(b) Deputy Directors (Dev.) (Rs. 3000-4500) being Agricultural Scientists and presently filled by deputation/DR, and Asstt. Director (Rs. 2200-4000), **should be encadred in the proposed Central Agriculture Service.**

(c) There is one post of Publicity Officer (Rs. 2000-3500), presently carrying qualifications of BA/B.Sc.(Agri) plus experience and filled by direct recruitment. **This may be filled by promotion of Sr. Technical Asstts. etc. and also redesignated as Technical Officer.**

(d) **The posts of Senior Technical Assistants, Supdt. and Statistical Investigators (totalling 4) carry almost common Recruitment Rules and may be merged, to form feeder grade to the Publicity Offier (Proposed T.O.), and be filled entirely by promotion from among Technical Assistants; and**

(e) At the level of Rs. 1400-2300 there are 7 posts in the S&T staff all requiring graduation in Agricultural subjects. **These may be merged into a single cadre of Technical Assistantsin the grade of Rs. 1600-2660 and be filled by DR (50%) and promotion (50%) from the lower grades.**

Isolated Posts

56.45 The posts of Junior Hindi Translator and Artist/Photographer in the scale of pay of Rs. 1400-2300 and Driver (Rs.950-1500) are isolated and do not have any promotion avenues. They have demanded creation of a selection grade on completion of 10 years' service. In the relevant Chapter, we have already recommended the Assured Career Progression Scheme to meet such demand. We also recommend that the post of Artist/Photographer may be abolished on vacation by the present incumbent and these services obtained from the market.

FARM MACHINERY TRAINING & TESTING INSTITUTES

Background

56.46 Power driven machines in Agriculture are the frontier of farm mechanisation. As subordinate offices under the Agricultural Implements and Machinery (AI&M) Division of Department of Agriculture & Cooperation, the Farm Machinery Training & Testing Institutes (FMT&TI) are engaged in imparting training in the field of farm machinery for proper selection, operation, repairs, maintenance and management of farm machinery. They also undertake testing of farm machinery and releasing test reports on them.

Organisational set up

56.47 The AI&M Division is headed by a Joint Commissioner (Machinery) in the scale of Rs.4100-5300 in the Secretariat. There are in all 6 sanctioned FMT & TIs at present. Out of these, 4 are under operation as follows

i) Northern Region Farm Machinery Training & Testing Institute at Hissar.

ii) Eastern Region Farm Machinery Training & Testing Institute at Biawanath, Cheriali, Sonitpur, Assam.

iii) Southern Region Farm Machinery Training & Testing Institute at Garladine, Ananthpur, Andhra Pradesh.

iv) Central Farm Machinery Training & Testing Institute at Budni, Madhya Pradesh.

Distribution of Establishment

56.48 Of a total of 396 posts in these Institutes, 16 are in Group A, 42 in Group B, 200 in Group C and 142 in Group D. Each Institute is headed by a Director in the pay scale of Rs. 3700-5000. The strength of other Group A posts, viz. Senior Test Engineer, Chief Instructor/ Regional Coordinator/ Sr. Training Officer, Instrumentation Engineer and Agronomist, all in the scale of pay of Rs. 3000-4500 & Test Engineer (Rs. 2200-4000), vary from institute to institute. Similarly, there are also variations in the Gr.B gazetted posts of Asstt. Engineer (Testing)/Asstt. Engineer (Series Testing), Asstt. Engineer (Workshop), Asstt. Engineer (Instrumentation) & Asstt. Director (Hindi) all in the scale of pay of Rs. 2000-3500. Recruitment to these Group A & B posts are made by the Department of Agriculture & Cooperation in consultation with the UPSC. For the remaining posts the appointing authorities are the Directors of the respective Institutes.

Demands in Memoranda

56.49 Memoranda received by us indicate problems of stagnation and incompatible pay scales. Upgradation has been sought by the Directors, Agronomist, Instrumentation Engineer, Administrative Officer, Senior Instructor and Assistant Engineer. Staff in the Workshop and other common categories have demanded a solution to the problem of stagnation.

Our recommendations

56.50 The Directors of the Institutes, presently in the scale of pay of Rs. 3700-5000, report to the Joint commissioner (Machinery) in the Secretariat, for whom **the scale of pay of Rs. 4500-5700 has been recommended** elsewhere in this Chapter. We note that heads of other subordinate offices of similar size and nature are also in the scale of pay of Rs. 3700-5000. **We, therefore, do not recommend upgradation of the scale of Director.** The other upgradations are also not found justified in view of the qualifications, duties and job contents of the posts. **Consequently, no change is recommended.**

General pay-scales

56.51 We have recommended the assured career progression scheme (ACPs)in the relevant Chapter, as an effective mechanism to counter stagnation Demands arising out of this problem will accordingly be met by ACPs. General **replacement pay-scales** recommended by us may be referred to for application to the posts in the Institutes.

INTEGRATED FISHERIES PROJECT

Background & Organisational set-up

56.52 The task of processing, popularising and test marketing of unconventional varieties of Fish lies with the Integrated Fisheries Project, at Kochi, a subordinate office of the Department of Agriculture & Cooperation. The Integrated Fisheries Project (IFP) is headed by a Director in the pay scale of Rs.3700-5000/-The Project has a total establishment of 410, distributed as follows:-

	Group				Total
	A	B	C	D	
Technical	6	38	237	58	339
Ministerial		6	39	26	71
TOTAL	6	44	276	84	410

Demands in Memoranda

56.53 A majority of the demands made in memoranda are from the Floating Staff comprising Fishing Hands/Jr.Deck Hands, Topaz, Engine Room Assistant,Bosun etc. These and other Floating staff have asked for upgradation of their posts based on prescribed minimum qualifications and provision of promotion avenues, alongwith certain allowances. There are also technical office staff and netmakers/netmenders who have asked for upgradation and promotion prospects on similar grounds. The Department of Agriculture and Cooperation, in 1990, conducted a special study to go into the grievances of staff in the Fishing Organisations. Based on the findings of that study, the department has also suggested changes in the pay scales, on the strength of qualifications and relativities with similar posts in other Organisations. It has particularly suggested upgradation of Netmender/Netmakers, Statistical Asstt. and Fishery Assistant.

Netmakers/Net-menders

56.54 There are at present 15 posts of Netmaker/Netmender in the scale of pay of Rs.800-1150, who are recruited directly from the open market and require to possess ability to read and write Malayalam or Hindi with some experience in Netmaking and repairing. The job involves certain amount of skill in performance. **We recommend that 4 posts each should be upgraded to the scales of Rs.825-1200 and Rs.950-1500 and be made feeder grades to service Asstt./Netmaking Supervisor. These latter posts should accordingly be filled entirely by promotion.** The cadre structure of the Netmaking stream will thus be as follows:-

Nomenclature	No.of posts	Point	Existing Scale	Remarks
Sr.Asstt / Netmaking Supervisor	3	Promotion level	1200-2040/-	Promotion

Netmaker/ Mender Gr.I	4	2nd ACP	950-1500/-	Promotion
Netmaker/ Mender Gr.II	4	Ist ACP	825-1200/-	Promotion
Netmaker/ Mender Gr.III	7	Entry	800-1150/-	Direct Rectt.

Statistical Posts

56.55 The post of Statistical Asstt (1200-2040) is filled entirely by direct recruitment. The minimum qualification for the post is a degree with Maths/Eco/Statistics The next higher post in this stream is that of Statistician in the scale of pay of Rs 1640-2900 keeping in view the qualifications prescribed for the Statistical Asstt as also to bridge the gap between this post and statistician, **we recommend the scale of pay of Rs.1600-2660 for the post of Statistical Asstt.**

Other Technical Posts

56.56 There are 16 posts in the scale of pay of 1400-2300 carrying designations of Lab Asstt., Scientific Assistants, Fishery Assistants, Marketing Assistants. Gear Technician and Processing Assistants While the Processing Assistants do not have any promotion avenues Fishery Asstt. and Gear Technician are feeder grades for Service Technologist (Rs 2000-3500) The Scientific Asstt., Fishery Asstt., Marketing Asstt. and Gear Technician are also feeder grades for the post of Marketing Officer and Fishery Officer both in the scale of Rs.2000-3500. Lab Asstt. in turns are feeder grades for the post of Processing Technologist (2000-3500). All these streams also form feeder grades to Deputy Director(EF) and Deputy Director (Process and Marketing) both in the scale of pay of Rs.3000-4500. We observe that all the posts in the scale of 1400-2300 except the Laboratory Asstt. and Processing Asstt. require Graduation in Science with Zoology as essential qualification for direct recruitment. The Laboratory Asstt. and Processing Asstt. require B.Sc degree with Chemistry. There is also a post of Jr. Marketing Asstt. (1200-2040) which is a direct entry post carrying B.Sc Home Science qualification and is feeder post to Marketing Asstt. and Fishery Asstt. **We recommend that all the 16 posts of Fishery Asstt., Scientific Asstt., Lab Asstt., Marketing Asstt., Gear Technician and Processing Asstt., requiring Graduation as minimum qualification, should be placed in the scale of Rs.1600-2660. The feeder post of Jr. Marketing Asstt. should be upgraded to the scale of Rs.1400-2300. As the number of posts in the Organisation is small, the Ministry may also consider merger of the marketing, gear technology, fishery and scientist streams at the levels of Rs.2000-3500, Rs.1400-2300, and Rs.1200-2040 since they require the same qualifications and have the same promotion and feeder grades. 6 posts of Processing Asstt. should be merged with 2 posts of Laboratory Asstt. to form the common feeder grade for the Processing Technologist.**

56.57 As regards the demands on pay scales, allowances and other conditions of service of the Floating Staff, Civil and other Engineering Staff we have made our recommendations in the relevant chapters

POSTS OUTSIDE SECRETARIAT

Ministry

56.58 - In addition to the above, there are 15 other subordinate offices under the Ministry with the responsibility of development planning policy formation and implementation of the specified subjects. A total number of 1428 persons are engaged in these offices and Directorates, details of which are as in Annexe 56.1.

Commodity Directorates

56.59 . We have separately made recommendations for review of the Commodity Development Directorates as also certain general recommendations on constitution of an organised Central Agricultural Service which will be applicable to these offices to the extent referred therein.. General pay scales and recommendations on allowances and on conditions of service made in the relevant Chapters may be referred to for these posts.

DEPARTMENT OF ANIMAL HUSBANDRY & DAIRYING

Introduction

56.60 The Department of Animal Husbandry & Dairying came into existence in February, 1991, by carving out the Animal Husbandry and Dairy Development divisions from the Department of Agriculture and Co-operation. The Department is responsible for matters relating to livestock production, preservation, protection and improvement of stocks, dairy development and Delhi Milk Scheme. The Department advises the State Governments and Union Territories on the formulation of policies and programmes in the field of Animal Husbandry and Dairy Development. The focus of the activities is on the development of requisite infrastructure in the states for improving animal productivity, preservation and protection of livestock through provision of health care facilities and the strengthening of Central Livestock Farms of cattle, sheep and poultry for the development of superior germ-plasm for distribution to the States.

Organisational set-up

56.61 The Department is headed by the Secretary (AH&D). It is organised into two divisions - Animal Husbandry and Dairy Development. The Department has 38 subordinate offices and the National Dairy Development Board which is an institution of national importance.

Size and Distribution of Establishment

56.62 The Department has 254 personnel covering the poultry, dairy and animal husbandry streams, besides scientific, technical, economics, statistics, administration, accounts and auxiliary staff Group A accounts for 64 of them while 86 are in Group B, 67 in Group C and 37 in Group D.

Demands made in Memoranda

56.63 Demands made in memoranda received by us generally seek pay-parity with scientific and technical personnel of Indian Council of Agricultural Research, Agriculture Universities and other Science & Technology organisations, provision for upgrading skills through training, conferencing in India and abroad and pursuing post-graduate studies at Government expense. The Ministry itself has taken up a re-organisation plan and proposes to restructure the technical wings into four groups - Animal Health Services, Genetic Stock Resource Management, Conservation and Upgradation, Feed, Fodder and Nutrition Extension Management, and Marketing and Processing. It proposes to reclassify its posts under the four groups with suitable opportunities for induction and promotion of qualified people based on direct recruitment, transfer or deputation. The Joint and Deputy Commissioners and Senior Technical Assistants (Livestock/Poultry) have

sought upgradation of their scales of pay Besides, rationalisation of the multitude of subordinate offices has also engaged our attention.

OUR RECOMMENDATIONS

Joint Commissioners

56.64 There are 7 posts of Joint Commissioners in the scale of pay of Rs.4100-5300 handling the subjects of Sheep, Poultry, Meat and Meat Products and Livestock Production, Surveillance and Health. These officers have demanded upgradation to the scale of pay of Rs.5100-6300 The Department has been facing acute difficulties in filling up these posts as they are not perceived as attractive in comparison to similar posts in other scientific organisations. In another chapter, we have already recommended rationalisation of the scale of pay of Rs.4100-5300. Accordingly, **we recommend that the 7 Joint Commissioners indicated above should be placed in the scale of pay of Rs.4500-5700.**

Deputy Commissioners

56.65 The 4 Deputy Commissioners in the scale of pay of Rs.3700-5000 have also demanded upgradation to the scale of pay of Rs.3700-5700 at par with Associate Professors of the Universities in UGC scales. We observe that while 50% of the posts of Deputy Commissioner are filled by promotion from amongst Assistant Commissioners, the rest are recruited by transfer on deputation from the States, Agriculture Universities and other Research Establishments. The administrative Ministry has advised that in view of the re-organisation presently being planned, a switchover to the UGC scale of pay at this level should not be recommended. **In view of the Ministry's advice and keeping in mind the fact that Deputy Commissioners are feeder posts for Joint Commissioners, we do not recommend any change in their scales of pay.**

Senior Technical Assistants

56.66 There are 10 posts of Senior Technical Assistants in the scale of pay of Rs.1640-2900 8 in Livestock and 2 in Poultry. In the chapter relating to Veterinary Officers, we have proposed upgradation of all posts carrying B.V.Sc. as the minimum essential qualification, to the level of Rs.2200-4000 and their encadrement in the proposed Central Veterinary Service. Accordingly, **we recommend that the 10 posts of Senior Technical Assistants (Livestock/Poultry) may be upgraded to the scale of pay of Rs.2200-4000.**

Central Veterinary Service

56.67 There are at least 68 posts in the Secretariat and another 65 in the subordinate offices of the Department for which a degree in Veterinary Science has been prescribed as the minimum qualification for direct recruitment. **These 133 posts, along with similar ones in other Ministries, Departments and their attached and subordinate offices, requiring a Veterinary Science degree as the minimum qualification for direct recruitment, may be included in the initial constitution of the Central Veterinary Service.**

Restructuring of Subordinate Offices

56.68 The Department has 38 subordinate offices functioning as independent institutions. A number of them are located in the same station, each one for a different purpose or objective. The Department is already considering the possibility of re-organising its functional areas We feel that there is little rationale for such a large number of subordinate offices to exist for single-purpose activities, and that too in a single location. For example, the complex at Hesserghatta, Bangalore, houses the Central Cattle, Poultry and Duck Breeding Farms, as also the Central Frozen Semen Production & Training Institute, Central Institute of

Poultry Production & Management, Random Sample Poultry Performance Testing Centre and the Large Fodder Seed Production Farm, as independent institutions. During oral discussions with Secretary (AH&D), it emerged that the idea of having multi-functional institutions at a single station is a fertile area for examination and needs tobe proposed for achieving manpower optimisation. He, however, felt that it required more detailed feasibility studies particularly in the backdrop of the Department's restructuring plans. **We, therefore, recommend the constitution of an expert high level Committee to examine the need for having so many subordinate offices, particularly at the same or nearby locations, and the possibility of rationalising them into multipurpose institutions.**

Other Demands

56.69 On the general pay-scales and other demands mentioned above we have recommended separately in the relevant chapters.

CENTRAL CATTLE DEVELOPMENT ORGANISATIONS

Background

56.70 The Department of Animal Husbandry & Dairying implements Plan Schemes for faster and rapid development of the animal husbandry sector, and supplies germplasm for cattle and buffalo breeding programmes for augmenting milk production. The schemes have three components - Central Cattle Breeding Farms, Central Frozen Semen Production & Training Institute and Central Herd Registration Programme.

CENTRAL CATTLE BREEDING FARMS

Introduction

56.71 High pedigree bulls of indigenous and exotic cattle and buffalo breeds are being produced in 7 Central Cattle Breeding Farms(CCBFs) located at Suratgarh (Rajasthan), Chiplima and Similguda (Orissa), Andeshnagar (UP), Hessarghatta (Karnataka), Dhamrod (Gujarat) and Alamadhi (Tamil Nadu). The farms have been set up for maintenance of breedable species of cattle and their progressive genetic improvement for milk production by scientific techniques, production and distribution of superior pedigreed bulls/bull calves for use in cattle and buffalo development programmes, and production of cattle for use as donors for embryo transfer. The cattle and buffalo bulls produced at the Central Cattle breeding Farms are supplied for large scale breeding to the State Governments for use in artificial insemination programmes.

Organisational set-up and Distribution of Establishment

56.72 Six of the CCBFs are headed by a Director in the Scale of Rs.3000-5000, and the one at Hessarghatta, Bangalore, by a Farm Superintendent in the scale of Rs.2200-4000. The total staff strength of CCBFs is 533, of which are 7 in Group A', 23 in Group 'B', 151 in Group 'C' and 352 in Group 'D'

Demands

56.73 Memoranda received by us contain demands for upgradation of the scales of Directors of the Farms and some of the para-veterinary staff. General recommendations on veterinarians and para-veterinarians have also necessitated certain rationalisation in the scales.

Our Recommendations

56.74 Consequent on the rationalisation of the scale of pay of Rs 3000-5000, **we recommend that the Directors of the six farms, excluding Hessarghatta, should be placed in the scale of pay of Rs.3700-5000, and heads**

of all the 7 farms may be encadred in the proposed Central Veterinary Service. There are also 5 posts of Veterinary Officer in the scale of pay of Rs.2000-3500, and 2 posts of Veterinary Assistant Surgeons in the pay-scale of Rs.1640-2900, requiring a minimum qualification of a degree in Veterinary Science for direct recruitment. In accordance with our recommendations made elsewhere in this report, **we recommend that these 7 posts may also be upgraded to the scale of pay of Rs.2200-4000 and encadred in the Central Veterinary Service.**

Stockmen

56.75 The Farms engage 16 Stockmen in the scale of pay of Rs.950-1500, who seek upgradation to the scale of pay of Rs.1200-2040 at par with the Agriculture Fieldmen of the same Department, and also redesignation as Livestock Officers. Prior to the Fourth CPC both categories of posts were in the scale of pay of Rs.260-400, with comparable qualifications, duties and responsibilities. They have argued that their job involves round-the- clock duties and they are more prone to risk by injury or infectious animal diseases, thus having more arduous responsibilities compared to the Agriculture Fieldmen. We feel that there is justification for upgradation of the Stockmen in these Farms. Our general recommendations elsewhere in this report have taken into account the justification furnished above, and **we recommend that the scale of pay of Stockmen may be upgraded to Rs.1200-2040, with two dynamic Assured Career Progressions to the levels of Rs.1400-2300 and Rs.1600-2660.** Milkers of the Farm, presently in the scale of pay of Rs.750-940, have sought to be upgraded to the scale of pay of Rs.950-1500 in view of their recruitment qualifications of VIII standard and 2 years experience in the line in a reputed Dairy Farm. Their job, it has been argued, involves skill in production of clean milk and health care and hygiene of cattle, involving work at odd hours, besides the risks of injury and cattle diseases. Milkers/Cattle Attendants fall in the category of para-Veterinarian attenders. **We recommend that they be placed at the level of Rs.775-1025 at entry, with 2 assured career progressions to the levels of Rs.800-1150 and Rs.825-1200.**

General Pay-scales

56.76 The relevant chapters may be referred to for general recommendations on pay-scales and other matters.

CENTRAL HERD REGISTRATION SCHEME (CHRS)

Introduction

56.77 The programme of Central Herd Registration was initiated in 1962-63. This central programme encourages preservation and propagation of some of the cattle and buffalo breeds well known for their sturdiness, heat tolerance, disease resistance and productivity under adverse agro-climatic conditions in different regions of the country. Performance recording of these animals, registration of the high yielding ones and maintaining them in the national herd book is the main objective of the scheme. Under the scheme there are 4 Herd Registration Centres one each at Rohtak (Haryana) Ahmedabad (Gujart), Ongole (Andhra Pradesh) and Ajmer (Rajasthan)

Organisational set-up & Distribution of Establishment

56.78 Each of the 4 centres is a subordinate office of the Deptt. of AH&D. The Central Herd Registration Centres at Rohtak and Ahmedabad are headed by Deputy Registrars in the pay scales of Rs.3000-4500/- and at Ongole (Andhra Pradesh) Ajmer are headed by Asstt. Registrar in the pay scale of Rs.2200-4000/- The rest of the staff are non-gazetted. The Units together have a total staff strength of 147, as follows.

Post	Technical	Ministerial	Total
Group A	1	-	4
Group B	6	-	6
Group C	103	26	129
Group D	-	8	8
TOTAL	113	34	147

Demands

56.79 Stockmen of the Units have sought upgradation of their pay scale from the present Rs.950-1500 to Rs.1200-2040 and grant of a cycle allowance.

Our Recommendation

56.80 There are 96 stockmen in all the units put together, recruited directly in the scale of pay of Rs.950-1500, with qualifications of matric They have promotion avenues to 7 posts of Stockmen (Selection Grade) in the scale of pay of Rs.1200-2040. We are not in favour of merger of promotion and feeder grades. Keeping in mind the qualifications attached to the post of Stockmen we do not recommend upgradation.

General Pay Scales

56.81 As regards demands on other allowances and conditions of service as also the general replacement pay scales, our recommendations in the relevant chapters may be referred to.

CENTRAL DUCK BREEDING FARM, HESSARGHATTA

Introduction

56.82 The Central Duck Breeding farm is catering to the requirements of high egg producing Khaki Campbell Breeding Stock ducklings in various States. The Farm a subordinate office of the Deptt of Animal Husbandry and Dairying, is headed by a Director in the pay scale of Rs.3000-5000. Another Group A post in the organisation is that of Pathologist in the pay scale of Rs.3000-4500/-the only Group B post is that of Farm Supervisor in the pay scale of Rs.2000-3500/- and is non-gazetted, the rest of the posts comprise 11 and 13 posts in Groups C&D respectively

Our recommendations

56.83 **Consequent on rationalisation of the scales of pay of Rs.3000-5000 the post of Director Central Duck Breeding Farm should be upgraded to the scale of pay of Rs.3700-5000 at par with the Directors of other Breeding Farms.** Besides the Director, the Pathologist (Rs.3000-4500) and farm supervisor (Rs 2000-3500) are required to possess a minimum of B.V.Sc degree qualification. **We recommend that these posts should encadred with the proposed Central Veterinary Service at an appropriate level**

CENTRAL POULTRY BREEDING FARMS

Introduction

56.84 Poultry is the most efficient convertor of feed stuff into human feed of high nutritional value in the shortest time and is an important component of Farm Economy. Scientific breeding programme is being implemented at the 4 Central Poultry Breeding Farms at Hessarghatta, Bombay, Bhubaneshwar and Chandigarh for the production of high yielding egg type chicks.

Organisation & Establishment

56.85 Each of the 4 CPBFs is headed by a Director in the pay scale of Rs.3000-4500/- Except the Farm at Chandigarh, there is no post of Dy. Director (Rs.3000-4500) in the other three Farms. One post each of Asstt. Director in the pay scale of Rs.2200-4000/- exists at the Farms at Hessarghatta, Nayapalli & Aarey Milk Colony, and there is a post of Plant Engineer in the pay scale of Rs.2200-4000/- at Chandigarh. In all there are 9 Group "A" posts in the C.P.B.F. out of a total of 293 personnel. 9 are in Group B, 100 in Group C and 175 in Group D.

Our recommendations

56.86 **As they require a degree in Vet. Science as essential minimum qualification, the posts of Director, Dy. Director & Asstt. Directors should be encadred in Central Vet. Service, upgrading the post of Directors to the Pay scale of Rs.3700-5000/-.** There are three posts of Vet. Officers, in the pay scale of Rs.2000-3500/- in these farms also carrying B.V.Sc as minimum entry qualifications, and the posts are filled by Direct Recruitment. **These 3 posts should also be encadred after upgrading to the scale of pay of Rs.2200-4000. The post of Plant Engineer should be encadred in the electrical wing of CPWD alongwith the incumbent.**

Others Demands

56.87 As regards other demands replacement pay scale, allowances and other conditions of service relevant chapters may be referred to.

CENTRAL POULTRY TRAINING INSTITUTE, HESSARGHATTA. BANGALORE

Introduction

56.88 The Institute was established in 1972 as the "High Level Inservice (Poultry) Training Institute", under the department of Agriculture, with the objective of imparting high level inservice training to technical poultry officers of various Central/ State Governments organisations, Agricultural Universities, Research Institutions, Poultry Corporations and private industry. In 1975, the institute was renamed as the "Central Training Institute for Poultry Training Institute (CPTI) The Institute also provides technical assistance and expertise in the area of poultry production and feed analytical and quality control services to its client organisations. Besides, it also conducts biological studies in the area of poultry management and nutrition for application under field conditions, and develops and standardises egg and poultry products and keep in touch with the marketing trends of chicken and eggs.

Organisational set up and distribution of establishment

56.89 A subordinate office of the Department of Animal Husbandry & Dairying, the Institute is headed by a Director in the scale of Rs. 3700-5000, with a total complement of 39 staff - 4 in Group A, 5 in Group B, 15 in Group C and 15 in Group D. The bulk of the employees of the Institute are from this Group

numbering 18. These are broadly organised into administrative, auxiliary and scientific and technical staff. All the four posts at the Group A level are graduate veterinarians at the minimum essential level.

Demands in Memoranda

56.90 The Group A Officers have asked for upgradation at par with ICAR Scientists (UGC-scales), and career progression based on Flexible Complementing Scheme, with superannuation at 60 years age, as was recommended by the Fourth Pay commission. Upgradation and career advancement has also been demanded by other scientific and technical staff. The Institute has already been notified as an S&T institution for FCS purposes by the DST, but FCS is yet to be extended.

Upgradation and parity with ICAR etc

56.91 In 1993, a high-level Committee appointed by the Department carried out a feasibility study for upgradation of this Institute to a fullfledged International Institute for Tropical Poultry Production. The proposal to set up such an institute has been approved by merging all the existing facilities at Poultry complex, Hessarghatta, Bangalore, for development training. In the approval for upgrading the Institute to international stature the Ministry has specifically stated that it shall serve as developmental training institution and not for award of degrees and diplomas. Parity with ICAR Scientists/ Universities is, therefore, not recommended. All the Group A posts are Veterinarians by qualification. The posts of Director, Nutritionist, and Poultry Specialists, require a B.V.Sc. as minimum educational qualifications alongwith certain other higher qualifications and experience. So also the post of Microbiologist. **We recommend that these five posts should be encadred in the proposed Central Veterinary Service (CVS). Consequent on the rationalisation of the pay scale of Rs. 3000-5000, all the Specialists will be placed in the scale of Rs. 3700-5000. The post of Director should accordingly be upgraded to Rs. 4500-5700 on merger with CVS. Absence of posts at STS will not be a constraint as Officers of an organised service will be posted.**

Upgradation of Technical Posts

56.92 STAs in the CPTI are in the pay scale of Rs. 1640-2900 with the minimum qualifications of M.Sc. (Bio-Chemistry). Some of the STAs have complained of working in the Institute for more than a period of 15 years without any promotion avenues. Upgradation will cause a very large gap between Lab. Asstts. (Rs.1200-2040) at the next lower level. Lab.Assistants require B.Sc.(Chemistry). Both grades have 3 posts each. Chick Sexing Inspector, on the other hand requires only matriculation, 3-months' training and 5-years' experience. All three are, however, recruited directly, and have no feeder grades. They have all sought upgradation. No change is recommended for the Chick Sexing Inspector, he will be covered by 2 ACPs to the levels of 2500-4000 and 2200-4000 after 8 and 16 years, respectively. **Qualifications of the post should be raised to B.Sc.(Poultry Science) plus experience in the relevant field for future incumbents. The post should be redesignated as Chick Gender Testing Inspector Sr. Technical Assistants being post-graduates should be upgraded to Rs. 2000-3500 and filled by promotion failing which direct recruitment. Lab. Assistants being graduates should be upgraded to Rs. 1600-2660.**

Extension of FCS

56.93 **In view of our proposals on modified FCS and the definitions adopted for R&D institutions and professional extension of FCS is not recommended.**

General Pay-scales

56.94 As regards other demands, replacement pay scales, allowances and other conditions of service relevant chapters may be referred to.

DELHI MILK SCHEME

Introduction

56.95 Delhi Milk Scheme (DMS) was set up in 1959 with the object of supplying wholesome milk to the citizens of Delhi at reasonable price as well as to provide remunerative price to the producers. It is headed by a General Manager in the pay scale of Rs. 4500-5700, He is assisted by one Dy. General Manager (Tech.) and one Dy.General Manager(Admn.) in the pay scale of Rs. 3700-5000 There is one post each of Manager for Distribution, Processing, Procurement, Quality control, Transport and Stores & Purchase in the pay scale of Rs. 3000-5000. The DMS is working under the overall guidance of a Managing Committee headed by Joint Secretary(DD), Deptt. of Animal Husbandry and Dairving, Ministryof Agriculture There are about 2388 employees in the DMS, 30 in Group A.47 in Group B, 1300 in Group C and 1011 in Group.D

Demands in Memoranda

56.96 An analysis of the various memoranda received by us, reveals demands for better pay scales by way of not only upgradation but also Career Progression. We have also observed that cadres of the organisation are not amenable to a dynamic career management through pyramidal hierarchy. We have, therefore, examined restructuring the human resource, as also the need for retention of DMS as a Government entity. Upgradation has also been demanded on account of lack of promotion avenues as also incompatibility of qualifications with pay scales by Tally Clerks (Rs.825-1200), Dairy Supervisors/Asstt. Managers.(Rs.1400-2300), Analyst and Bacteria Assistant (Rs.1400-2300), Technical Assistant Chemist (ETP) (Rs.1400-2300), Technical Asstt (Pest Control) & Horticulture Assistants (Rs.1400-2300), Asstt. Milk Distribution Officer (AMDO) (Rs.1400-2300), Sr. Analyst (Rs.1640-2900), Dairy Chemist/ Dairy Bacteria (Rs. 2000-3200) and Cash Clerks (Rs 1200-1800). Cash Clerks have also asked for grant of Cash Allowance/Spl Pay.

Group A Technical

56.97 Upgradation has been asked for by the General Manager (Rs.4500-5700), Dy. General Managers (Rs.3700-5000) and Branch Managers (Rs. 3000-5000) alongwith creation of a level of Addl. General Manager in the scale of pay of Rs. 4100-5300 to assist the General Manager. Redesignation of these posts has also been sought. There are a total of 30 Group A posts of which 17 are technical. It has been represented to us that 5 of the Technical Officers are recruited directly at the level of Rs. 3000-5000 through UPSC and have very meagre promotion avenues to the lone post of Dy. General manager (Tech.) Two out of these five. Manager(Stores) and Manager (Distribution) are not eligible for promotion to even this single post. The posts of Branch Managers in the scale of Rs.3000-5000, are filled by Direct Recruitment. The required educational qualification is Post Graduation. One post of Deputy General Manager (Tech.) in the scale of Rs.3700-5000 is available as promotion post to 5 Branch Managers. Keeping in the view the educational qualification etc, we consider the existing scale of Rs.3000-5000 as adequate and should be given appropriate replacement pay scale. The problem of stagnation will be taken care of by the proposed ACP Scheme. The creation of a post of Addl.General Manager should be decided by Ministry on functional justification. **No upgradations are recommended.** The Ministry may consider the restructuring of Group A cadre for more appropriate and

pyramidal executive hierarchy with an element of direct recruitment at the lowest rung of Group A (Rs.2200-4000).

Tally Clerks

56.98 We observe that 40 out of 55 posts of Tally Clerks have already been placed in the pay scale of Rs. 950-1500 and brought at par with LDCs. There is no reason why the remaining 15 posts, in the scale of Rs.825-1200, should not be upgraded. **We recommend that the Department should merge the grades of LDCs and Tally Clerks giving a total of 136 (Tally Clerks 55 & LDCs'81) at this level prescribing the same qualification and recruitment methods.** However, the number of posts appears to be too large **The Ministry should carry out a review to assess the need and examine the possibility of reducing the numbers.**

Dairy Supervisors

56.99 Dairy Supervisors/Assistant Managers are direct recruits with qualification of Degree/ Diploma in Dairying. In view of the nature of duties and qualifications, the pay scale of Rs. 1600-2660 is recommended for these posts. They may be redesignated as Asstt. Managers Gr.II and filled by direct recruitment. Twelve of the 37 posts should be placed in the pay scale of Rs. 1640-2900 and designated as Assistant Manager Gr.I and filled entirely by promotion.

Other Technical Group C Posts

56.100 Analyst & Bacteria Asstt. require the minimum qualification of graduation in Chemistry/ Dairying/ Agriculture, **we recommend that their pay scale should be upgraded to Rs. 1600-2660. Since both categories of posts are filled by direct recruitment, they may be given ACP scales of Rs. 1640-2900 and Rs. 2000-3500, on dynamic basis.** Technical Assistant (Chemistry) (ETP), Technical Assistant (PC) and Horticulture Assistant have comparable duties and responsibilities. **These posts should also be placed in the pay scale of Rs. 1600-2660 with similar ACP.** Asstt. Milk Distribution Officer has the essential entry qualification of graduation in Arts or Science plus experience in marketing consumer products. **This post should also be upgraded to Rs. 1600-2660 with first ACP to the level of Rs. 1640-2900 and 2nd ACP of Rs. 2000-3500.**

Technical Officers Other than Group A

56.101 Sr. Analyst, Dairy Chemist & Bacteriologist are required to have the qualification of Masters degree in Chemistry/Bio-Chemistry/ Degree in Dairy Chemistry/ Food Technology. **They should be placed in the pay scale of Rs. 2000-3500. The next promotion posts of Dairy Chemist and Dairy bacteriologist presently in the pay scale of Rs. 2000-3200 should will be placed in the pay scale of Rs. 2500-4000.**

Cash Clerks

56.102 Cash Clerks are direct recruits with matric - Typing speed of 30 words per minute and a year's experience of handling cash. **We recommend that they should be placed in the pay scale of Rs. 1320-2040 at the entry. The first ACP scale Rs. 1400-2300 and Second ACP scale Rs. 1600-2660. Since higher scales have been recommended vis-a-vis LDC and also they are specially recruited for handling cash, we do not recommend Cash Allowance to them.**

Designations

56.103 **The use of Officer & Manager in the designations should be reviewed as they do not correspond to the attached pay scales.**

Transfer of DMS

56.104 The Sarkaria Commission set up by the Ministry of Home Affairs

to NCDFI

in December 1987 to consider the future set up of the Union Territory of Delhi in its report in November 1989 took the view that the existing arrangement in regard to the Delhi Milk Scheme (DMS) was not conducive to the convenience of the consumers. It was suggested that the most appropriate mechanism to ensure efficiency in the supply of milk would be to organise it as a cooperative society under the Delhi Co-operative Societies Act, 1972 which should take over the functions being performed by the DMS. A Committee of Secretaries later decided that in the absence of any sizeable milk production in Delhi, it may not be possible to covert DMS into a cooperative society.It further suggested that DMS may be transferred to Delhi Administration who may settle its future structure in consultation with the National Dairy Development Board. We are of the opinion that like the other dairy schemes of the Government, this scheme should appropriately be in the Public/ Cooperative sector. There is no justification for retaining it directly under the Government. **We recommend that the Government should take necessary steps to transfer the Delhi Milk Scheme to the National Cooperative Dairy Federation of India(NCDFI) through the National Dairy Development Board, which has already developed an expertise in this field.**

REGIONAL STATIONS FOR FORAGE PRODUCTION AND DEMONSTRATIONS

Introduction

56.105 For the production and propagation of certified seeds of high yielding varieties of fodder crops and pasture grasses/legumes, the Government has established 7 Regional Stations across the country. These stations are catering to the requirements of the farmers of different agro climatic regions.

Organisational Set-up and establishment

56.106 The Regional Stations for Forage Production and Demonstration are headed at each centre by a Director in the pay scale of Rs.3000-5000/-. The Stations

together have a staff strength of 210, comprising technical and ministerial staff as follows:-

POST	TECHNICAL	MINISTERIAL	TOTAL
Group A	14	-	14
Group B	10	-	10
Group C	10	77	87
Group D	-	99	99
TOTAL	**34**	**176**	**210**

Directors

56.107 The Sr. Technical Assistants (STA), Fodder Agronomists and

Director have demanded in the Memoranda received by us, upgradation from their existing pay-scales. STAs are direct recruits with minimum qualifications of B.Sc.(Agriculture) with 5 years experience and most of them have been recruited with Masters Degree in Agriculture. They have argued that their present pay scale of Rs.1640-2900 is not compatible with their qualifications or comparable with similar posts in other Central Government Ministries/Departments. **In view of their qualifications and nature of duties we consider their present scale as adequate. However, we recommend that they may be given 2 dynamic Assured Career Progression to the scale of pay of Rs. 2000-3500 and Rs. 2500-4000, respectively.** The next higher posts are Fodder Agronomist (Rs.2200-4000) and Director (Rs.3000-5000). Elsewhere in this Chapter we have proposed the constitution of a Central Agriculture Service. **All the posts of Director and Fodder Agronomist in each Centre should be included in the proposed Service. We also recommend that the scale of pay of Director may be upgraded to Rs. 3700-5000, consequent on the realisation of the scale of Rs. 3000-5000 before encadering in the Central Agriculture Service.**

General Pay Scales

56.108 As regards other demands replacement pay scales, allowances and other conditions of service relevant Chapters may be referred to.

OTHER POSTS OUTSIDE THE SECRETARIAT

Background & Establishment

56.109 There are 214 posts in six attached and subordinate offices under the Department of Animal Husbandry and Dairying as detailed below. These offices are mainly dealing with Fodder seed production, Frozen Semen Production, Animal

Quarantine Poultry Performance Testing, Feed Analytical Laboratory and livestock extension etc.

	GROUP				TOTAL
	A	B	C	D	
1. Central Fodder Seed Production Farm Bangalore	2	1	15	41	59
2. Central Frozen Semen Production & Training Instt.	2	3	5	26	40
3. Central Sheep Breeding Farm	3	4	63	360	430
4. Animal Quarantine & Certification	9		20	16	45

Scheme					
5. Random Sample Poultry Performance Testing Centre	4		12	22	38
6. Regional Feed Analytical Lab.	3	-	12	9	24
7. Central Livestock Extension Directorate	1	1	4	2	8
	24	**9**	**135**	**476**	**644**

56.110 We have separately recommended the constitution of a high power committee to review the need for a large number of subordinate offices and centrally Sponsored Schemes elsewhere in the Chapter, which will also cover the offices mentioned above.

Annexe 56.1
(See para 56.58)

OTHER POSTS IN SUBORDINATE OFFICES UNDER THE DEPARTMENT OF AGRICULTURE AND COOPERATION

S.No.	Name of Deptt.	No. of Posts				Total
		A	B	C	D	
1.	Dte. of Jute Development	9	5	65	--	79
2.	Dte. of Sugar Cane Development	3	4	23	5	35
3.	Dte. of Rice Development	4	2	7	5	18
4.	Dte. of Millets Development	3	-	3	3	9
5.	Dte. of Cotton Development	7	9	33	14	63
6.	Dte. of Oil Seeds Development	6	10	28	13	57
7.	Dte.of Cashewnut Development	4	3	19	4	30
8.	Central Fertilizer Quality Control & Training Instt.	23	5	46	34	108
9.	National Bio Fertilizer Development Centre	16	21	53	30	120
10.	Soil Conservation Research Demonstration & Training Centre	8	4	20	7	39
11.	Dte. of Tobacco Development	4	4	62	9	79
12.	CIFNET, Cochin	37	36	176	64	313
13.	CICEF, Bangalore	12	6	47	10	75
14.	Dte. of Extension	48	18	201	122	389
15.	Dte. of Pulses Development	3	2	5	4	14
	TOTAL	**187**	**129**	**788**	**324**	**1428**

57

Ministry of Chemicals & Fertilizers

57.1 The Ministry of Chemicals and Fertilizers came into existence in June, 1991, by bringing together the Fertilizer Division from the Ministry of Agriculture, and the Department of Chemicals and Petrochemicals from the Ministry of Industry. The Department of Chemicals & Petrochemicals regulates the chemicals, petrochemicals and pharmaceutical industries and the Department of Fertilizers, the fertilizer industry.

DEPARTMENT OF CHEMICALS & PETROCHEMICALS

Objectives, role and activities

57.2 The Department of Chemicals & Petrochemicals is entrusted with the responsibility of policy planning, development and regulation of Chemicals, Petrochemicals and Pharmaceutical Industries. The administrative and managerial control of the Public Sector undertakings engaged in the manufacture of various chemical, pharmaceutical and petrochemical products is also a major function of the Department. The Department is organised into four Divisions - Chemicals, Petrochemicals, Drugs & Pharmaceuticals and Administration. In addition, a separate cell is looking after the work relating to Bhopal Gas Leak Disaster and special laws relating thereto.

Organisational setup and distribution of establishment

57.3 The overall charge of matters relating to policy and administration within the Department vests in the Secretary (Chemicals and Petrochemicals) in the pay scale of Rs.8000 (fixed). Senior officers designated as Deputy Directors General (Rs.5900-7300) and Advisers (Rs.5900-6700) provide technical support and advice in matters relating to the industries regulated by the Department. Each division is headed by a Joint Secretary, also in the scale of Rs.5900-6700. The Department has about 299 employees, 56 in Group A, 73 in Group B, 112 in Group C and 58 in Group D. The Department has no attached or subordinate offices.

Demands for Memoranda

57.4 On the winding up of the Directorate General of Technical Development (DGTD) 3 posts each of Industrial Adviser (Rs.4500-5700) and

Additional Industrial Advisers (Rs.4100-5300) were transferred to this Department along with 9 posts each of Development Officer (Rs.3000-4500) and Assistant Development Officer (Rs 2200-4000) These technical officers have represented that they are neither part of any existing cadre in the Department, nor are they provided any promotion avenues therein The transfer has also created stagnation and blocked promotions of the existing posts like Project Officer (Rs.3700-5000), Technical Officer (Rs.3000-4500) and Junior Technical Officer (Rs.2200-4000) The administrative Ministry has recommended upgradation of the 2 posts of Project Officer, to remove stagnation Personnel handling statistics and economics work have also demanded upgradation and provision of career progression opportunities

Industrial Advice Stream

57.5 We find that officers transferred from the erstwhile DGTD carry similar or comparable qualifications with those of the officers already existing in the Department, and all the posts at levels above Rs.2200-4000 provide for recruitment either by promotion or transfer on deputation. Elsewhere in this report, we have recommended rationalisation of the pay scale of Rs.4100-5300. We are, thus, of the opinion that a restructuring of the Industrial Advice stream of the Department is essential. Accordingly, **we recommend that one post of Junior Technical Officer (Chemicals) may be merged with the 9 posts of Assistant Development Officers in the payscale of Rs.2200-4000, and the ten posts should be redesignated as Assistant Industrial Advisers and filled by Direct Recruitment.** At the next higher level there are 9 posts of Development Officers (Chemicals) and 2 of Technical Officers (Chemicals) all in the payscale of Rs.3000-4500. **We recommend that these may also be merged, redesignated as Deputy Industrial Advisers, and filled entirely by promotion from among the Assistant Industrial Advisers.** No change is necessary at the level of Project Officer, except that **the posts should be redesignated as Joint Industrial Advisers and filled by promotion from among the Deputy Industrial Advisers.** On rationalisation of the scale of pay of Rs.4100-5300, **the 3 posts of Additional Industrial Advisers may be placed in the scale of pay of Rs.4500-5700, to be filled by promotion from among the Joint Industrial Advisers. Consequently, the next higher post of Industrial Adviser (Rs.4500-5700) may be placed in the scale of pay of Rs.5100-6150, to be filled by promotion from among the Joint Industrial Advisers.** No changes are necessary in the case of Adviser (Chemicals) and Deputy Directors General (Chemicals) for whom replacement scales recommended in the relevant chapters will apply. There is also need for a re-look by the Ministry to assess the functional justification for continuation of these posts, in the light of the wide-ranging liberalisation of the industrial controls If there is no justification, these posts should be abolished

Economics and Statistics posts

57.6 As regards the posts concerned with Statistics and Economics work, the 2 posts of Research Officers (Rs.2200-4000) require a Master's degree in Statistics, Economics, Commerce, Business Management, Maths, Computer Science or Operations Research, and are filled by promotion and transfer on deputation failing which by direct recruitment. The feeder grade is Senior Investigator (Rs.1640-2900), which in turn is fed 50% by Junior Investigators (Rs 1400-2300) and 50% by transfer on deputation. **The posts of Research Officer should be encadred in the Indian Economic Service and the Junior Investigators with minimum educational qualifications of graduation for direct recruitment, may be upgraded to the scale of Rs.1600-2660.** Senior

Investigators will continue in the scale of pay of Rs.1640-2900, to be filled entirely by promotion from among Junior Investigators. Assured career progression recommended elsewhere in this report will also apply to the Junior and Senior Investigators. For the remaining posts our recommendations made in the relevant chapters will apply.

DEPARTMENT OF FERTILIZERS

Objectives, role and activities

57.7 The Department of Fertilizers plans, promotes and regulates industries in the field of Fertilizers including import and distribution of fertilizers. The main activities of the Department include sectoral planning, monitoring of production, import and distribution of fertilizers, promotion and development of fertilizer industry and management of the subsidy for indigenous and imported fertilizers.

Organisational setup and distribution of establishment

57.8 The Department is in the overall charge of a Secretary in the scale of pay of Rs.8000 (fixed). It is organised into four divisions looking after fertilizer Production, Import, Movement & Distribution; Administration and Finance & Accounts, each headed by an officer of the level of Joint Secretary (Rs.5900-6700). For execution of its policies in the field, the Department has a Fertilizer Industry Co-ordination Committee, which has the status of an attached office, and is headed by an Executive Director, also in the scale of Rs.5900-6700. The Committee is mainly concerned with unit-wise fixation and revision of the retention price of controlled fertilizers, fixation of equated freight, cost studies of fertilizer units and payment of subsidy, wherever applicable to fertilizer units. The Department has a total staff strength of 368, incuding 54 posts of the Fertilizer Industry Co-ordination Committee, of which 49 are in Group A, 125 in Group B, 123 in Group C and 71 in Group D.

Demands in Memoranda

57.9 An analysis of the demands in memoranda reveals that the Department is facing difficulties in filling up some ex-cadre posts due to unattractive pay-scales, particularly relating to Fertilizer Movement and Accounts Divisions. Upgradation of payscales and grant of special pay have been sought to make these posts more attractive. The personnel themselves have sought opening of adequate promotion avenues after being absorbed on the basis of recruitment by transfer. Opening of promotion avenues have also been sought for the isolated post of Senior Computer.

Our recommendations

57.10 The post of Director of Accounts (Fertilizer) (Rs.3000-5000) heads the Fertilizer Accounts Wing in the Department, and is filled from amongst officers in the Senior Time Scale (Rs.3000-4500) of organised Accounts services. Prior to the Fourth CPC, the post was in the scale of Rs.1300-1700. The Fourth CPC did not make any specific recommendation for this post, with the result that while posts in the same pre-revised scales in other Ministries and Departments got placed in the revised scale of Rs.3700-5000, the scale of Rs.1300-1700 was itself abolished on rationalisation, merging the posts either in the senior time scale or the junior administrative grade. The administrative Ministry is facing difficulties in filling up the post and feels that since the post is a promotion one for officers in the Senior Time Scale, it should be placed in the scale of Rs.3700-5000. Elsewhere

in this report, we have recommended abolition of the scale of pay of Rs.3000-5000 as a measure of rationalisation. Consequently, **we recommend that the post of Director of Accounts (Fertilizer) may be placed in the scale of pay of Rs.3700-5000.**

Senior Computers

57.11 Creation of promotion avenues have been sought for the post of Senior Computer (Rs.1200-2040) which has become isolated consequent on the abolition of the promotion post of Research Assistant (Statistics & Economics) (Rs.1400-2300), on the implementation of a Staff Inspection Unit report. We feel that since the post of Research Assistant has been abolished, there is no justification for continuance of the post of Senior Computer in isolated form. **We recommend that this post should be merged with UDCs of the Central Secretariat Clerical service.**

Fertilizer Movement Division

57.12 The Fertilizer Movement Division has two wings - Movement and Shipping - each headed by a Deputy Commissioner (Rs.3700-5000). The Movement Wing has one post each of Assistant Commissioner (Movement) (Rs.3000-4500) and Assistant Director (Movement) (Rs.2200-4000). The entry grade comprises 3 posts of Movement Inspectors (Rs.1640-2900) filled by transfer or transfer on deputation. At the next higher level there are 4 posts of Assistant Director (Fertilizer Movement) (Rs.2000-3500), filled by promotion to the extent of 25% from among the regular Movement Inspectors, and the remaining 75% on ex-cadre basis. A regular Assistant Director (Fertilizer Movement) with 3 years' service is eligible for promotion to the post of Assistant Director (Movement), and with 8 years' service to the post of Assistant Commissioner (Movement). One post each of Assistant Director (Fertilizer Movement) and Movement Inspector with Headquarters at Mumbai and Chennai, respectively, have been identified for surrender. The Group A posts are also ex-cadre posts for officers having experience of movement and clearance of cargo or consignment by railways or waterways. The Shipping Wing of the Fertilizer Movement Division also has a somewhat similar structure at Group A, with the usual Central Secretariat staff at the support level and a Technical Assistant (Shipping) in the scale of pay of Rs.1400-2300. The administrative Ministry is facing difficulty in filling these posts on deputation basis, with many of the posts lying vacant for over a year. It has sought upgradation of the post of Movement Inspector from the present level to Rs.2000-3200, and grant of special pay or higher deputation allowance to the remaining higher posts upto the Senior Time Scale in both the wings, in order to attract officers of the requisite calibre. The Ministry also prefers to retain these posts as ex-cadre instead of having regular cadres. We are not in favour of grant of special pay to any of the incumbents. In view of the liberalised provisions of deputation allowance made elsewhere in this report ex-cadre arrangements would be a more attractive option. Personnel of the Railways, however, face difficulties in the matter of housing because accomodation of the parent organisation has to be surrendered on joining the ex-cadre assignment. Considering the importance of the jobs in the Division, and to encourage officials of the Railways to take up these jobs, **we recommend that the Railways should allow them to retain their Government accomodation during their deputation with the Ministry of Chemicals and Fertilizers. We also recommend that the Group A posts of Deputy Commissioner, Assistant Commissioner and Assistant Director (Shipping) in Fertilizer Movement and Shipping Wings may be encadred in the Indian Railway Traffic Service and should be filled by the Ministry of Railways in consultation with the Ministry of Chemicals and Fertilizers.** On

encadrement of the Group A posts in the organised service, promotion avenues for the Movement Inspectors would be affected. **After the post of Assistant Director (Movement) (Rs.2200-4000) is vacated it should be downgraded and merged in the grade of Assistant Director (Fertilizer Movement) in the scale of pay of Rs.2000-3500. The posts of Assistant Director (Fertilizer Movement) should then be redesignated as Technical Officer (Fertilizer Movement) and filled entirely by promotion from the posts of Movement Inspector.**

58

Ministry of Civil Aviation and Tourism

INTRODUCTION

Functions

58. 1 The Ministry of Civil Aviation and Tourism comprises the Department of Civil Aviation and the Department of Tourism. The former is responsible for the formulation and implementation of national policies and programmes for the orderly growth and expansion of civil air transport services, ensuring safe air operations, regulation of air services to and from the country and across the Indian airspace, etc. Enforcement of safety measures in rail operations has also been entrusted to the Department. The latter is responsible for the promotion of domestic and international tourism and the formulation of policies and programmes relating thereto.

Organisation

58. 2 Each of the two departments is independent and is headed by a Secretary. The attached and subordinate offices under the Department of Civil Aviation are the Directorate General of Civil Aviation, Bureau of Civil Aviation Security and the Commission of Railway Safety. The Airports Authority of India, established under an Act of Parliament by the merger of the erstwhile International Airports Authority of India and the National Airports Authority, and various Government Companies, such as Air India Limited, Indian Airlines Limited, Pawan Hans Limited, etc. and the autonomous Indira Gandhi Rashtriya Uran Akademi function under the Department's administrative control. Apart from the Directorate General of Tourism, the India Tourism Development Corporation Limited in the public sector and various autonomous bodies, such as the Indian Institute of Tourism and Travel Management, the National Council for Hotel Management and Catering Technology, Institutes of Hotel Management, Catering Technology and Nutrition, etc. function under the administrative control of the Department of Tourism.

SECRETARIAT

Scales of pay

58.3 All posts in the Secretariat have standard designations and scales of pay. The corresponding replacement scales of pay recommended by us elsewhere in this report will apply equally to these posts.

DIRECTORATE GENERAL OF CIVIL AVIATION

Functions

58.4 The Directorate General of Civil Aviation, an attached office of the Department, is primarily a regulatory authority responsible for the administration and enforcement of rules and regulations relating to air transport services, certification of airworthiness of aircraft, formulation of airworthiness standards, registration of aircraft, approval of and licensing of aircraft operators and establishments involved in the manufacture, repairs and overhaul of aircraft and engines, licensing of flying crew and aircraft maintenance personnel, etc. The Directorate General is involved in the design and development of prototype gliders and light aircraft, and in the supervision of flying and gliding clubs. It assists the Department in the conclusion of bilateral air services agreements and in maintaining liaison with the International Civil Aviation Organisation.

Sanctioned Strength

58.5 Prior to 1986, the Directorate General was responsible for the creation and maintenance of the necessary infrastructure for air transport services, such as aerodromes, communication and navigation facilities, etc. These functions were, however, transferred, with effect from April 1986, to the National Airports Authority established by an Act of Parliament. As a result, most of the staff were transferred to the Authority and the Directorate General, with its headquarters at New Delhi comprising ten Directorates, each with its own independent cadres of personnel, presently has four regional offices and ten sub-regional offices. Its sanctioned strength is 928 posts, the Group-wise distribution of which is as follows:

Group	Number of Posts
'A'	253
'B'	112
'C'	381
'D'	182
Total	**928**

Scales of pay of Group 'A' Posts

58.6 The Director General of Civil Aviation is in the scale of pay of Rs 7300-7600. Details of the other Senior Duty Posts in the Directorate General are depicted in the following table :

Designation	Scale of Pay Rs	Sanctioned Strength
Joint Director General	5900-6700	03
Deputy Director General	4500-5700	04
Deputy Director General (Research & Development)	4500-5700	01
Director	4100-5300	---

As a measure of rationalisation, we have generally abolished the scale of pay of Rs 4100-5300 presently applicable to the Directors in the Directorate General. **Consequently, all posts of Directors in different Directorates of the Directorate General and those of Deputy Directors General may be placed in the replacement scales of pay corresponding to Rs 4500-5700 and Rs 5100-6150 respectively. The other Senior Duty posts, including that of the Director General, shall be placed only in the replacement scales of pay corresponding to their present pay scales.**

DIRECTORATES OF AIRWORTHINESS

Group 'A' Posts

58.7 Of the 253 Group 'A' posts in the Directorate General, more than 50 per cent are in the technical cadres of the Directorate of Airworthiness, Directorate of Airworthiness (Training) and Directorate of Airworthiness (Examination) as indicated below :

Designation	Scale of Pay Rs	Sanctioned Strength
Director of Airworthiness	4100-5300	07
Deputy Director / Controller of Airworthiness	3700-5000	23
Senior Airworthiness Officer	3000-4500	43
Airworthiness Officer	2200-4000	60

The Directorate General has brought to our notice difficulties experienced in recruiting the right type of candidates for appointment as Airworthiness Officers and Senior Airworthiness Officers, because of poor response attributable to the fact that the remuneration and perquisites offered to maintenance personnel by airline operators are more attractive. It has also been pointed out in this context that their counterparts in the Agricultural Aviation Wing of the Ministry of Agriculture were placed in higher scales of pay, though they were also placed in circumstances similar to those applicable in the Airworthiness Directorates. Placement of these posts in the next higher scales has, therefore, been suggested.

Surplus Personnel transferred from Ministry of Agriculture

58.8 On transfer of the Agricultural Aviation Wing from the Ministry of Agriculture to Vayudoot Limited in the mid-'Eighties, the Aircraft Maintenance Engineers in the erstwhile Directorate of Agricultural Aviation were mandatorily deputed to the third airline company and the Directorate in the Ministry of Agriculture was disbanded. On closure of Vayudoot Limited and the absorption

of its personnel in Indian Airlines Limited, the Engineers so deputed opted to revert back to the Government and they have been placed at the disposal of the Directorate General of Civil Aviation for allocation of work. They have, on the other hand, represented that they have almost reached the ceiling of their respective scales of pay and have no future prospects.

Our recommendations

58.9 The Directorate of Agricultural Aviation in the Ministry of Agriculture itself having been disbanded quite some time back, the scales of pay approved for personnel of that organisation have ceased to be of relevance. In any case, any special dispensation only in respect of the Airworthiness Officers will be neither feasible nor desirable, because this would disturb the existing relativities with other Directorates in the Directorate General. In the context, however, of the "Open Skies" policy and the advent of private airline operators resulting in an increased demand for aircraft maintenance personnel and of the importance of ensuring the safety of aircraft operation, we recognise that improvements in the service conditions of the officers of the Airworthiness Directorates may be necessary. One way of achieving this objective would be to transfer the functions of the Airworthiness Directorate to an independent, autonomous agency free from government intervention. **We are of the view that the National Transportation Safety Board, which was established in September 1987 but was subsequently wound up in March 1990 could be revived with advantage for the purpose and the Directorate of Airworthiness placed under its administrative control. Pending its revival, apart from the upgradation of the post of Director of Airworthiness to the scale of pay corresponding to Rs 4500-5700 proposed by us earlier, all other posts may be placed only in the replacement scales of pay corresponding to their present pay scales. Simultaneously, the cadre structure of technical posts in the Directorate may also be reviewed in the light of the increased opportunities available to aircraft maintenance engineers outside the government.**

Deployment of Surplus Personnel

58.10 Incidentally, we understand that it has not been possible for the Directorate General to gainfully utilise the services of the three technical officers of the erstwhile Directorate of Agricultural Aviation placed at its disposal. **These surplus personnel should be redeployed elsewhere in government or retrenched in case it is not possible to do so because of the undesirability of maintaining idle personnel.**

DIRECTORATE OF RESEARCH AND DEVELOPMENT

Gist of Demands

58.11 The Research and Development Directorate has been recognised as a scientific organisation by the Department of Science and Technology and claims to be the civilian counterpart of the Directorate of Aeronautics (R&D), Ministry of Defence. The Directorate has brought to our notice difficulties in filling vacant scientific and technical posts, particularly those of Deputy Director General in the scale of pay of Rs 4500-5700, Deputy Director (Rs 3700-5000), Scientific Officer (Rs 2200-4000) and Senior Technical Assistant (Rs 1640-2900) which require a degree in aeronautical engineering or equivalent plus varying years of professional experience, due to poor response. According to the Directorate, the scales of pay of these posts are low in relation to the qualification and experience requirements as well as the functional responsibilities, which are claimed to be in no way inferior to those of the Directorate of Aeronautics (R&D), Ministry of Defence. We have been further informed that, though the Directorate has been recognised as a

scientific organisation, a proposal for the introduction of the flexible complementing scheme of promotions initiated in 1985 had not been approved after prolonged deliberations on the ground that a number of additional posts had since then been created in the Research & Development Directorate.

Scales of pay of Group 'A' Posts

58.12 We find that the Directorate is involved in studies of scientific aspects of aircraft safety, development and testing of aircraft materials and components, investigation of causes of in-service failures and accidents, research evaluation and investigation of operational problems like noise, atmospheric turbulence, etc., development of prototype gliders, light trainer aircraft and glider launching winches, etc. Our examination also reveals similarity in the functions of and qualification requirements for appointment to posts in this Directorate and that in the Ministry of Defence. The scales of pay of the Group 'A' posts of Scientific Officer, Senior Scientific Officer and Deputy Director are also identical to those of the corresponding posts of Scientist 'B', Scientist 'C' and Scientist 'D' in the Directorate of Aeronautics. However, posts of Director, Deputy Director General and Joint Director General are in lower scales of pay in relation to the corresponding posts of Scientist 'E', Director, Grade II, and Director, Grade I. in the Directorate of Aeronautics. **There is, therefore, justification for ensuring parity in the scales of pay of these posts. This would be achieved as a result of our recommendations relating to the replacement scales of pay of the posts of Director and Deputy Director General and rationalisation of scales of pay.**

Flexible Complementing Schemes

58.13 As regards introduction of the flexible complementing scheme, the mere fact that certain additional posts were created in the Directorate would not by itself be adequate justification for denial of the benefits of this scheme to its personnel. **The Directorate having been recognised as a scientific and technical organisation and also having due regard to its activities which are research based, we recommend its introduction for the Group 'A' R&D professionals without further loss of time.**

Senior Technical Assistants

58.14 Considering the fact that the Senior Technical Assistants are directly recruited with a degree in engineering or a postgraduate degree, **they may be placed in the replacement scale of pay corresponding to Rs 2000-3500** in terms of our general recommendations on rationalisation of scales of pay with reference to educational qualifications. **They shall not, however, be entitled to the benefits of the flexible complementing scheme but of the assured career progression scheme.**

Aircraft Maintenance Engineer

58.15 It has been brought to our notice that though the posts of Aircraft Maintenance Engineer in the Wood and Sheet Metal Shop of the Research and Development Directorate and the Gliding Centre at Pune require identical qualifications, the former has been placed in a lower scale of pay of Rs 1640-2900 in relation to the latter, which is in the scale of pay of Rs 2200-4000. We have examined the demand for parity in the scales of pay of these two posts and find that the position stated would not appear to be factually correct. Whereas the post in the Gliding Centre is filled by direct recruitment of persons possessing slightly higher technical qualifications, that in the Research and Development Directorate is filled by promotion of Chargemen in the Wood and Sheet Metal Shop, presently in the scale of pay of Rs 1400-2300. **In the circumstances, we consider the present scale pay of the post in the Directorate to be adequate and recommend only the corresponding replacement scale of pay.**

Workshop Categories

58.16 Supervisors in the scale of pay of Rs 1400-2300 and Aircraft Mechanics in the scale of pay of Rs 1320-2040 in the Wood and Sheet Metal Shop of the Research and Development Directorate constitute feeder posts for promotion to two posts of Chargemen in the scale of pay of Rs 1400-2300. Whereas the latter post is filled by direct recruitment of matriculates with science subjects and two years experience of having worked on airframes and engines and installation of avionic instruments and electrical components, the former is filled by promotion of Fitter Mechanics, Grade II, in the scale of pay of Rs 1150-1500, who, in turn, are promoted from among middle-school passed and trade-trained Fitter Mechanics, Grade III, in the scale of pay of Rs 950-1400. The Chargemen have represented that they should be placed in a higher scale of pay on the ground that the feeder post of Supervisor being in an identical scale of pay constitutes an anomaly and that they shoulder higher responsibilities. The Aircraft Mechanics have also urged that they deserve to be placed in a higher scale of pay because their present scale is not commensurate with the eligibility conditions prescribed for appointment to the post.

Our recommendations

58.17 After careful consideration of the qualification requirements, functional responsibilities and other relevant factors, **we are of the view that it would be appropriate to place the post of Chargeman in the Wood and Sheet Metal Shop, as well as all other shops, in the replacement scale of pay corresponding to Rs 1600-2660. The scale of pay of Rs 1320-2040 for the post of Aircraft Mechanic is, however, considered to be adequate and we recommend only the corresponding replacement scale of pay** Further, based on our general recommendations on rationalisation of scales of pay and on the common categories of Workshop Staff, **the posts of Fitter Mechanic, Grade III, and Fitter Mechanic, Grade II, wherever these exist in the Directorate General, may be placed in the replacement scales of pay corresponding to Rs 950-1500 and Rs 1320-2040 respectively.**

DIRECTORATES OF FLYING TRAINING AND FLIGHT INSPECTION

Scales of pay

58.18 The Directorate of Flying Training, responsible inter alia for training pilots and ensuring uniform standards of training by flying clubs in the country, is headed by a Director in the scale of pay of Rs 4100-5300, though the present incumbent is in receipt of pay, on a personal basis, in the scale of pay of Rs 4500-5700. Senior pilots from the Air Force or commercial airlines with Flying Instructors rating are appointed to this post The relative status of posts in the Flight Inspection Directorate, which is also similarly manned by pilots, is indicated in the following table :

Designation	Scale of Pay Rs	Sanctioned Strength
Chief Flight Operation Inspector	4500-5700	01
Flight Operation Inspector	4100-5300	05
Inspector of Flying	4100-5300	02
Flight Engineer Inspector	4100-5300	01

The recruitment rules for appointment to posts in the Flight Inspection Directorate have not yet been finalised. It has been suggested by the Directorate General that, given the acute shortage of senior pilots and the more attractive remuneration packages available to them outside government, the posts in the Directorate may be placed in higher scales of pay and the scale of pay of the post of Director of Flying Training be equated to that of the post of Chief Flying Inspector. In the absence of recruitment rules and having regard to the necessity to maintain the existing relativities in different Directorates, we are not in a position to recommend higher scales of pay for posts in the Flight Inspection Directorate. In conformity, however, with our recommendations on the scales of Group 'A' posts in the Directorate General, **the posts of Director of Flying Training, Flight Operation Inspector, Inspector of Flying and Flight Engineer Inspector may be placed in the replacement scale of pay corresponding to Rs 4500-5700 and the post of Chief Flight Operation Inspector placed in the replacement scale of pay corresponding to Rs 5100-6150.**

Flying Pay and Kit Maintenance Allowance

58.19 It has been suggested that the Flying Pay admissible to pilots in the Directorate General may be brought at par with that admissible to pilots in the Armed Forces and the Border Security Force and the Kit Maintenance Allowance may also be extended to them at the same rates. Parity has been justified on the ground that the responsibilities and risks involved in performing flying duties are similar. The Director of Flying Training is presently entitled to a Flying Pay of Rs 750 per month and no kit is supplied by the Directorate General to him. While the comparison with pilots in the Armed Forces is not quite appropriate, we have been informed that the Director does not have to fly as frequently as the pilots in the Border Security Force and does so only occasionally with trainees for a minimum number of hours mainly to maintain the currency and validity of his flying licence. **In the circumstances, we are unable to accept the suggestion for parity with the Armed Forces, or the Border Security Force and recommend that the Flying Pay of the Director may only be doubled to Rs 1,500 per month.**

Deployment of Surplus Pilots

58.20 There are also two senior and two junior pilots of the erstwhile Directorate of Agricultural Aviation who have been declared to be surplus and are awaiting redeployment by the Directorate General. In terms of our earlier recommendation relating to the three surplus technical officers of this Directorate, **these surplus pilots should be gainfully redeployed elsewhere in government or retrenched in case it is not possible to do so.** It should not be too difficult for them to secure alternative employment in the changed environment following the privatisation of scheduled air services, if they cannot be absorbed elsewhere in government.

DIRECTORATE OF AIR SAFETY

Augmentation of Manpower Resources and Promotion Prospects

58.21 Responsible inter alia for investigation of accidents and incidents involving civilian aircraft and providing technical expertise to courts and committees of enquiry constituted for ascertaining causes of air accidents and incidents, the Directorate of Air Safety has a sanctioned strength of 22 Group 'A' posts, details of which are depicted in the following table :

Designation	Scale of Pay Rs	Sanctioned Strength
Director of Air Safety	4100-5300	01
Deputy Director / Regional Controller of Air Safety	3700-5000	05
Assistant Director of Air Safety / Air Safety Officer	3000-4500	09
Air Safety Officer (Engineering)	2200-4000	07

It has been brought to our notice that officers of the Directorate have been stagnating in their posts for over a decade in spite of the fact that a majority of them are graduates and postgraduates in engineering from prestigious institutions and that the manpower is inadequate in the context of expansion of the aircraft fleet of the two national carriers and privatisation.. It has, therefore, been urged that the flexible complementing scheme be introduced for officers of the Directorate.

58.22 Any augmentation of the staff strength will necessarily have to be justified on functional considerations and cannot be agreed to merely as an anti-stagnation device. We have also been informed that the Operations Wing of the Directorate has since been merged in a newly-created Directorate of Operations. **This, combined with the cadre review earlier recommended by us and the introduction of the Assured Career Progression Scheme should provide some relief. It may also be desirable to place this Directorate under the administrative control of the National Transportation Safety Board, the revival of which has been recommended by us.**

Special Allowance

58.23 The Directorate General has pointed out that the responsibilities of the officers of the Air Safety Directorate are of a highly technical nature and considerable risk is involved during investigation of air accidents and incidents in difficult geographical terrain. They have, therefore, suggested that at least an allowance of Rs 500 per day may be recommended for them during the period of such investigations. **We have separately recommended certain special benefits as compensation for event-related risks involved in the performance of one's designated duties under different circumstances. These are considered to be adequate and we are, therefore, not inclined to accept the suggestion for payment of a separate allowance.**

BUREAU OF CIVIL AVIATION SECURITY

Functions

58.24 Established initially in January 1978 as one of the Directorates in the Directorate General of Civil Aviation, the Bureau of Civil Aviation Security was converted into an independent office in April 1987. It is responsible for prescribing standards of pre-embarkation security and anti-sabotage measures in the international and domestic airports in the country. The responsibility for actual

implementation of these measures is, however, entrusted to the Police Departments of the States in which the airports are located.

Organisation

58.25 With its headquarters at New Delhi, the Bureau is headed by the Commissioner of Civil Aviation Security, who is an officer of the Indian Police Service of the rank of a Director General .It has four regional offices at Calcutta, Chennai, Delhi and Mumbai, each headed by a Deputy Commissioner of Civil Aviation Security. Each of the regional offices also has a Bomb Detection and Disposal Unit.

Scales of pay

64.26 Details of the posts in Groups other than Group 'A' in the Bureau are as follows :

Designation	Scale of Pay Rs
Assistant Commissioner of Civil Aviation Security	2000-3500
Security Officer	1640-2900
Sub-Inspector	1400-2300
Head Security Guard / Head Constable	950-1500
Security Guard	825-1200
	950-1400
Driver	950-1400
	1150-1500
Despatch Rider	825-1200

We have been informed that most of the posts in the Bureau are filled by transfer on deputation of officers and staff from the Indian Police Service, State Police Departments, Central Police Organisations and the Armed Forces. **The replacement scales of pay recommended by us in the relevant chapters for posts of the Indian Police Service, Central Police Organisations and the Armed Forces will, therefore, be applicable to the corresponding posts in the Bureau. The post of Despatch Rider shall be placed in the replacement scale of pay applicable to the post of Driver in terms of our general recommendations on the common category of Motor Vehicle Drivers.**

Hazard Allowance

58.27 Officers and personnel of the Bomb Diffusal Squads, Dog Squads and the Controller of Explosives in the Bomb Detection and Disposal Units in the regional offices are presently entitled to a Hazard Allowance at rates varying between Rs 450 and Rs 263 per month. It has been urged that (a) Hazard Allowance equal to 15 per cent of the basic pay should be extended to all categories of staff in the regional offices and in the office of the Controller of Explosives, and (b) a special insurance cover should be provided to employees attending to bomb threat calls. On an examination of the question of compensating those exposed to various kinds of hazards attributable to 'special risk of office', we

have made appropriate recommendations in the chapter on "Special Benefits in cases of Death and Disability", which are considered to be adequate. **While we do not, therefore, wish to extend the scope and coverage of the Hazard Allowance presently admissible, the existing rates may, however, be doubled only in respect of those already entitled to this allowance.**

COMMISSION OF RAILWAY SAFETY

Functions

58.28 The Commission of Railway Safety is a statutory organisation under the Indian Railways Act, 1989, and deals with safety aspects of rail travel and railway operations. It was initially set up as the Railway Inspectorate under the Railway Board but was subsequently separated from the Board and placed under the administrative control of the Department of Communications so as to ensure its independent functioning. The Commission was transferred to the Ministry of Tourism and Civil Aviation in 1967.The Commission's main role is to investigate and enquire into train accidents and to direct and advise the Railway Administration on measures necessary for ensuring the soundness of the infrastructure created for rail operations and their safety.

Organisation

58.29 With its headquarters at Lucknow and headed by the Chief Commissioner of Railway Safety in the scale of pay of Rs 7300-8000, the Commission has ten Circle Offices, each under a Commissioner of Railway Safety in the scale of pay of Rs 7300-7600 and having a small complement of supporting personnel numbering about 10 to 14. Each Commissioner is an independent statutory authority under the Railways Act. Posts of Commissioner are filled by permanent transfer of Officers of the Indian Railway Service of Engineers holding analogous posts or having five years' service in the Senior Administrative Grade of Rs 5900-6700. Commissioners with three years' service are eligible for promotion as Chief Commissioner. The total sanctioned strength of the Commission is 153 posts in different categories, of which 18 posts are in Group 'A' and the remaining 135 posts in Groups 'C' and 'D'.

Scales of Pay and Terms of Office of Chief Commissioner and Commissioners

58.30 The Ministry has suggested that (a) the scales of pay and status of the Chief Commissioner and Commissioners of Railway Safety should be equivalent to those of a Member of the Railway Board and General Managers of Zonal Railways respectively, and (b) their age of superannuation should be increased to 62 years. These have been justified on the ground that the post of Chief Commissioner is comparable with the posts of the Chairman of the Railway Claims Tribunal and the Administrative Member of the Central Administrative Tribunal, while that of the Commissioner is comparable with the posts of Vice-Chairman of the Railway Claims Tribunal and Accounts Member of the Income Tax Appellate Tribunal, which are in higher scales of pay, and that they perform technical and quasi-judicial functions.

Our recommendations

58.31 We have considered these suggestions carefully with reference to the functional responsibilities of the Commission of Railway Safety and the Tribunals referred to. Though the Chief Commissioner and Commissioners of Railway Safety perform functions of a court in the event of train accidents, such occasions would arise only in the event of accidents. They are primarily technical advisers to the Government on aspects of railway safety and their functions include inspection of new railway lines to determine their suitability for safe carriage of

passengers and freight, and approval of safety-related installations. The comparison with the Tribunals may not, therefore, be quite valid and it may be more appropriate to retain the present relativities with Railway Officers. **We have separately recommended that General Managers of Zonal Railways, with whom the Chief Commissioner of Railway Safety is presently equated, may be placed in the replacement scale of pay corresponding to Rs 7600-8000. This would apply to the post of Chief Commissioner of Railway Safety as well. Besides, considering the onerous and delicate responsibilities attached to the post and in order to make it more attractive for Railway Officers, we recommend that the tenure of incumbents of the post may be increased from three years at present to five years or up to the age of 62 years, whichever is later. While we do not recommend any upward revision of the scale of pay of the posts of Commissioner of Railway Safety, their term of office would, however, be up to 60 years of age in terms of our general recommendation on increase in the age of superannuation.**

Appointment of Railway Officers and Special Pay

58.32 In the context of the reluctance of the Railway Officers to join the Commission and of the resultant difficulties in filling vacant gazetted posts, the Chief Commissioner of Railway Safety has suggested that they should be appointed in the Commission on permanent absorption basis and provided promotion prospects as are available to their colleagues in the Railways and overlapping scales of pay inclusive of the Senior Administrative Grade. It has been further urged that a Special Safety Commission Pay equal to 20 per cent of the basic pay for the Deputy Commissioners of Railway Safety and to 10 per cent of the basic pay for the Commissioners and Chief commissioner should also be recommended by us. **We are not inclined to accept the suggestion that Railway Officers should be permanently absorbed in the Commission. Instead, we would recommend that Government should explore the possibility of merging the Commission of Railway Safety in the autonomous National Transportation Safety Board. We are also not convinced of the justification and necessity for any Special Pay. The provisions relating to Deputation (Duty) Allowance having been liberalised by us, we are of the view that this should be an adequate incentive for Railway Officers to accept appointments in the Commission.**

Non Gazetted Posts

58.33 The Chief Commissioner of Railway Safety is assisted by a regular section of the Ministry having a total sanctioned strength of 21 posts in different categories. The Technical Wing in the Commission has posts of Technical Assistants (Rs 1400-2300), Junior Hindi Translator (Rs 1400-2300), Clerical Staff, Stenographers and a Staff Car Driver. The staff profile of each of the Circle Offices is as follows :

Designation	Scale of Pay Rs	Sanctioned Strength	
Office Superintendent	1400-2300	01	
Upper Division Clerk	1200-2040	1 to 3	*
Stenographer	1400-2600	01	**
Lower Division Clerk	950-1400	2 to 4	*
Senior Peon	775-1025	01	
Daftary	775-1025	01	

Designation	Scale of Pay Rs	Sanctioned Strength	
Safaiwala	750-940	01	
Chowkidar	750-940	01	
Staff Car Driver	950-1500	01	@

* Strength to be determined based on work load.

** On completion of 7 years' regular service, eligible for being placed in the Group 'B' scale of pay of Rs 2000-3200 The total number of personnel in this pay scale is, however, not to exceed two in the entire Commission at any given point of time.

@ Sanctioned only in two Circles.

The cadres in each Circle are independent and promotions are made within the Circle. It has been represented that prospects for career advancement are virtually non-existent and that personnel have been occupying the same posts for two to three decades. It has, therefore, been suggested that employees who have completed regular service in a post in excess of the span of the scale of pay applicable to the post or have completed more than 1.5 times the qualifying service prescribed for promotion to the next post should be placed in the corresponding higher scale of pay without any change in their designation or functional responsibilities. In view of its far-reaching implications, we are unable to accept this suggestion. Introduction instead of the Assured Career Progression Scheme would provide some financial relief and mitigate the problem to a certain extent.

Strengthening of Circle Offices

58.34 It has been further suggested that the Circle Offices of the Commission need to be strengthened by providing a higher scale of pay corresponding to Rs 2000-3200 for the post of Office Superintendent. This has been justified on the ground that, in the absence of any other intermediate post, the Office Superintendent reports directly to the Commissioner of Railway Safety. Creation of a post of Safety Assistant in the scale of pay of Rs 1350-2200 in each Circle has also been proposed between the posts of Upper Division Clerk and Office Superintendent on the analogy of the posts of Tax Assistant in the Central Excise Department and for the assignment of specific accident and safety related functions.

Our recommendations

58.35 We find that functional requirements necessitate that the Office Superintendent interacts and liaises with senior Railway officials on behalf of the Commissioner. There is also considerable merit in the proposal for the creation of posts of Safety Assistant. **We, therefore, recommend the following :**

a) **The posts of Office Superintendent in the Circle Offices may be placed in the replacement scale of pay corresponding to Rs 1640-2900.**

b) **One of the posts of Upper Division Clerk in each of the Circle Offices may be redesignated as that of Safety Assistant and placed in the replacement scale of pay corresponding to Rs**

1600-2660.

c) A post of Assistant Officer in the Group 'A' Junior Time Scale of pay corresponding to Rs 2200-4000, to be manned by officers of the Group 'A' Organised Services from the Railways, may also be provided in each Circle Office. This would fulfil the requirement of liaison on behalf of the Commissioner.

d) Stenographic assistance as recommended by us in general for officers of the status of Additional Secretary to the Government of India or equivalent may be provided to the Commissioners of Railway Safety. Besides, a stenographer of appropriate level may also be attached to the Assistant Officer now recommended by us.

Other posts

58.36 Other posts in the Technical Wing and the Circle Offices belong to the common categories and are in standard scales of pay. These posts may be placed in the corresponding replacement scales of pay recommended by us.

DEPARTMENT OF TOURISM

Functions

58.37 Headed by a Secretary, the Department of Tourism implements the policies and programmes formulated by it and various tourist promotion activities through the Directorate General of Tourism, an attached office. The Director General is also an ex-officio Additional Secretary to the Government of India. The main activities of the Directorate General include development of tourism infrastructure, dissemination of tourist information through tourist literature, films, cultural presentations, etc., regulation, in the larger interests of the tourism industry, the activities of various segments of the industry, such as hotels, travel agents, wild life outfitters, guides, etc.

Organisation

58.38 The Directorate General of Tourism has four regional offices at Calcutta, Chennai, Delhi and Mumbai and sixteen tourist offices at various locations within the country. There are, in addition, 18 overseas offices, of which five located at Dubai, Frankfurt, New York, Singapore and Tokyo are regional offices and the remaining are tourist offices.

Sanctioned strength

58.39 Details of the posts in the department related to the development and promotion of tourism are depicted in the following table.

Designation	Scale of Pay (Rs)	Sanctioned Strength	
Director General	7300-7600	01	
Additional Director General	5900-6700	02	
Joint Director General	4500-5700	01	
Deputy Director General / Regional Director	3700-5000	05	*
Director	3000-4500	24	@
Assistant Director / Manager, Government of India Tourist Office	2000-3500	52	
Information Assistant	1400-2300	105	

* 25% of the posts are reserved for being filled by personnel on deputation.

@ Six posts reserved for being filled by personnel on deputation.

Constitution of a Group 'A' Service

58.40 In the context of the tourism industry's tremendous potential for growth and its multiplier effect on the country's economy as a whole, it has been suggested by the Department that there should be a conscious effort to provide adequate incentives and to make the service conditions attractive enough in order to retain professionals in the department and to enable them to compete internationally in the tourist-generating markets. One of the suggestions made in this context is the constitution of an organised Group 'A' Service of tourism professionals. We are also convinced that the growth potential of the tourism industry and the increasing pressure of market forces will inevitably necessitate the infusion of a high level of professionalism in the department. We, therefore, recommend the constitution, within a specified time-frame, of an organised Group 'A' Indian Tourism Service, as suggested by the department, in consultation with the Union Public Service Commission, Department of Personnel and Training and the Ministry of Finance. If the creation of a viable organised service is not considered feasible because of the limited number of Group 'A' posts, these posts could be merged in the Indian Information Service.

Improvement in Prospects

58.41 Employees of the regional tourist offices have expressed their strong resentment about the inadequate attention to and neglect of their career interests. According to them, their status is not commensurate with the professional expertise required and the taxing demands made on them for the development and promotion of an emerging multi-billion dollar industry. They have, therefore, urged a general upgradation of the posts in the department as indicated below :

Designation	Present Equivalence	Proposed Equivalence
Deputy Director General / Regional Director	Deputy Secretary	Director
Director	Under Secretary	Deputy Secretary
Assistant Director / Manager, Government of India Tourist Office	Section Officer	Under Secretary
Information Assistant	Assistant	Section Officer

It has been further urged that the senior duty posts of Director General, Additional Director General, Joint Director General and Deputy Director General be exclusively earmarked for their career advancement instead by being manned by deputationists. A Professional Allowance equal to 25 per cent of the basic pay has also been demanded.

Views of Third CPC

58.42 We do agree that tourism has far-reaching implications for the nation's economy as a whole because of its multiplier effect and that the aspirations of the professionals in the field should be given due consideration. We observe in this context that the Third CPC had made the following recommendations :

a) Upgradation of a certain number of Assistant Directors to the

Group 'A' Junior Time Scale and reduction in the direct recruitment quota for appointment to the post from 75 per cent then provided to 50 per cent.

b) Reduction in the direct recruitment quota for appointment to posts of Director from 66 2/3 per cent to 50 per cent in order to provide promotion avenues for the directly-recruited Assistant Directors.

c) Posts of Assistant Directors retained in Group 'B' to be filled entirely by promotion of Information Assistants.

d) Assistant Directors in Group B' to be considered for promotion only to the posts of Assistant Director proposed to be upgraded to Group 'A' and not to posts of Director.

Our recommendations

58.43 We have been informed by the department that, whereas the recommendations of the Third CPC in regard to reduction in the direct recruitment quota for appointment to posts of Director and Assistant Director have been implemented, that relating to the upgradation of a specified number of posts of Assistant Director to Group 'A' has not been accepted. **We would, therefore, reiterate this recommendation of the Third CPC and suggest that 24 of the existing 52 posts of Assistant Director may be placed in the replacement scale of pay corresponding to the Group 'A' Junior Time Scale of Rs 2200-4000 and designated as Deputy Director. Simultaneously, the present practice of filling a specified number or percentage of posts of Director and Deputy Director General/Regional Director by personnel on deputation may be discontinued. In so far as the senior duty posts of Additional Director General and Joint Director General are concerned, it should be the endeavour of the department to consider eligible personnel from within the organisation itself for appointment to these posts so as to provide reasonable opportunities for their advancement to posts in the higher levels and to discourage deputations as far as possible. We would also commend that Government should carefully look into the aspirations of the tourism professionals keeping in view the current status of development and promotion of tourism as well as the future scenario. The demand for a Professional Allowance is, however, not justified.**

Information Assistants

58.44 The All India Information Assistants Association has represented that they have been denied the scale of pay of Rs 1640-2900 approved by Government in respect of the Assistants in the Central Secretariat Service. According to the Association, the duties of its constituents and those of the Assistants are similar to a large extent and the former have, in fact, to perform additional public relations duties well after office hours, interact with foreign dignitaries and visitors on their sightseeing tours. It has also been claimed that many of the Information Assistants are conversant in foreign languages other than English. We have been informed by the Department, which has also supported the demand for the higher scale of pay, that the question of revision of the scale of Information Assistants from Rs 1400-2300 to Rs 1640-2900 had been taken up with the Finance Ministry, which had advised them to take this up with us.

Our recommendations

58.45 We have examined this question in detail. Office Assistants were placed in the higher scale of pay of Rs 1640-2900 in pursuance of a judgement of the Principal Bench of the Central Administrative Tribunal at New Delhi, which is not strictly applicable to the Information Assistants. We have, however, been informed by the Department that the recruitment rules for appointment to the post of Information Assistant are being revised and that these may provide for specific

qualifications like graduation, diploma in tourism/public relations, knowledge of foreign language, etc. In the circumstances, and having regard to the importance of enhancing the professional competence of the Information Assistants in a fiercely competitive environment, we recommend the following :

a) The recruitment rules be amended forthwith to facilitate the appointment of only those who are graduates, possess a diploma in tourism or public relations and are also conversant with a foreign language as evidenced by a certificate or diploma as Information Assistants.

b) Of the existing 105 posts of Information Assistants, 55 posts may be placed in the replacement scale of pay corresponding to Rs 1600-2660 and the remaining 50 posts in the replacement scale of pay corresponding to Rs 1640-2900, posts in the former scale of pay being designated as Information Assistant, Grade II, and those in the latter scale of pay as Information Assistant, Grade I.

Other Posts

58.46 All posts in the Departments of Civil Aviation and Tourism and their attached and subordinate offices other than those specifically discussed by us in this chapter are in standard scales of pay and these may be placed in the corresponding replacement scales recommended by us.

59

Ministry of Civil Supplies, Consumer Affairs & Public Distribution

GENERAL INTRODUCTION

Objectives, Role and Activities

59.1 The Ministry of Civil Supplies, Consumer Affairs and Public Distribution came into existence as an independent Ministry in the year 1991. Earlier it was known as the Department of Civil Supplies under the Ministry of Food and Civil Supplies. The Ministry is responsible for monitoring prices and availability of essential commodities, administration of the Essential Commodities, Act, 1995, prevention of black-marketing and maintenance of supplies of essential commodities. It is also responsible for an effective public distribution system, consumer protection, consumer cooperatives and integrated management of supply and distribution of vanaspati, oilseeds, vegetable oils, cakes and fats.

Organisational Set-up

59.2 The Ministry, besides its Secretariat, has two attached offices and two subordinate offices to execute its plans and programmes and implement its policies. The Directorate of Vanaspati, Vegetable Oils and Fats, an attached office, is the nodal organisation for matters relating to vegetable oils, vanaspati and fats. The Directorate of Weights & Measures, the other attached office, administers and implements the laws relating to weights and measures. The Indian Institute of Legal Metrology, Ranchi, and the Regional Reference Standard Laboratories, are its two subordinate offices. Besides, the Ministry also has three Statutory Bodies under its administrative control - the Bureau of Indian Standards (BIS), the Forward Markets Commission and the National Consumer Disputes Redressal Commission.

The Secretariat Establishment

59.3 Headed by a Secretary, the Secretariat comprises a total of 250 personnel - 32 in Group A, 70 in Group B, 84 in Group C and 64 in Group D. These personnel are organised into streams of Public Distribution, Weights & Measures, Co-operation and other Secretariat staff. We have made recommendations on the common categories of Secretariat staff elsewhere in this report.

DEMANDS MADE IN MEMORANDA

Gist of Demands

59.4 Certain demands have been received by us regarding encadrement of Deputy Director (Supply Management Information system) and Budget Officer into the organised services, formation of a combined cadre of Research Assistants in all the Ministries catering to work study, upgrading the post of Accountant and providing promotional avenues or time bound promotions to Assistant Directors, Senior Technical Assistants, Instrument Mechanic and packers.

Supply Management Information System

59.5 The ex-cadre post of Deputy Director (Supply Management Information System) is in the scale of pay of Rs.3000-4500, recruited by transfer on deputation, by officers possessing a Master's degree in Economics/Statistics with experience in survey and economic investigation, supply management and collection and dissemination of information on production and availability of various commodities. The Ministry is facing difficulty in filling up the post on deputation basis, and cannot afford to keep this middle management post vacant for long. It has advised that the post should be encadred in the Indian Economic Service, whose officers will be able to meet the requirements of the Ministry. **We recommend that the post of Deputy Director (Supply Management Information System) in the scale of Rs.3000-4500 be encadred in the Indian Economic Service.**

Co-operation Division

59.6 The Co-operation Division comprises 11 officers. Entry is at the level of Senior Technical Assistants (STAs)(Rs.1640-2900) (5 posts), filled by direct recruitment with educational qualifications of a Degree and 2 years' experience of cooperation work. STAs with 5 years' service are eligible for promotion to the grade of Assistant Director (Rs.2200-4000), to the extent of 75%. 25% of the posts of Assistant Director are filled by deputation. The next higher level of Deputy Director (Rs.3000-4500) is filled 50% by promotion from among Assistant Directors with 5 years' service, and the remaining 50% by deputation. There is also a post of Director (Rs.3700-5000) which is filled by promotion. The administrative Ministry feels that promotion prospects for Senior Technical Assistants and Assistant Directors are inadequate, and has asked for time-bound promotions for the two levels. We observe that promotions are made directly from the level of STAs (Rs 1640-2900) to Assistant Directors (Rs.2200-4000), and, **recommend that two posts of Senior Technical Assistants may be placed in the scale of Rs.2000-3500, and redesignated as Senior Technical Assistants Grade I.** The remaining 3 posts of Senior Technical Assistants should remain in the scale of Rs 1640-2900, and be redesignated as Senior Technical Assistants Grade II. No other change is considered necessary.

Budget and Accounts

59.7 The Ministry is also facing difficulty in filling up the ex-cadre post of Budget Officer in the scale of pay of Rs.2375-3500. Officers belonging to the subordinate Accounts Services of the Accountant General and Defence

Accounts Department are eligible. The Budget Officer is primarily concerned with preparation of Budget of the Ministry and maintenance of Accounts. There are also three ex-cadre posts of Accountant in the scale of Rs.1640-2900 filled by deputation from among eligible Assistants of the Central Secretariat Service with training in Cash and Accounts work of Institute of Secretariat Training and Management. The Ministry feels that deputation is no longer attractive for Assistants as they have been recently upgraded to an analogous pay-scale. **We recommend that the posts of Budget Officer and Accountants may be encadred in the CGA's organisation so as to facilitate filling up of these posts by competent persons.**

Work Study

59.8 The post of Research Assistant (Work Study), in the scale of Rs.1640-2900, and a deputation post for CSS Assistants, is also faced with similar problems. It has been suggested that a combined cadre should be formed consisting of Research Assistants (Work study) in all the Ministries and Departments under the cadre control of the Department of Personnel. However, since all the posts of Research Assistants are filled on deputation from among Assistants of the CSS, **we recommend that they should all be encadred in the Central Secretariat Service**.

Instrument Mechanic

59.9 There is an isolated post of Instrument Mechanic in the scale of pay of Rs.1320-2040 which is filled by direct recruitment with educational qualifications of matriculation plus ITI certificate in the trade of instrumentation mechanic, or diploma in engineering. **Since the post does not have any promotion avenues, the Assured Career Progression scheme will apply providing for financial upgradation to the levels of Rs.1400-2300 and Rs.1600-2660.**

Packer

59.10 Three posts of Packers in the scale of pay of Rs.750-940, also have no promotion avenues, as they are not feeder to the higher posts of Senior Peons, Daftry, Record Sorters, etc. We have suggested elsewhere that posts of **packers be merged with the existing Group D cadres.** These three posts may also be merged into the general Group D cadres.

DIRECTORATE OF WEIGHTS & MEASURES

Introduction

59.11 Directorate of Weights and Measures, with Headquarters at New Delhi ,is an attached office of the Ministry of Civil Supplies, Consumer Affairs and Public Distribution. It has the responsibility of administring the weights and measures laws in the country and enforcing various rules framed for them. It has a sanctioned strength of 8 Group A Officers. The rest of the staff in Group 'B' 'C' & 'D' are shared with the administrative Ministry. The Directorate is headed by a Director, in the scale of pay of Rs 3700-5000 and has two subordinate offices Regional Reference Standard Laboratories (RRSL) at Ahmedabad, Bhubaneshwar and Bangalore provide verification facilities to the States/UTs and calibration to the industry for checking the weighing and measuring instruments used in industrial production. Each laboratory is headed by a Deputy Director. The total strength of staff of these laboratories is 38, Group A-5, Group B-6, Group C-16, Group D-11 Indian Institute of Legal Meterology has its headquarters at Ranchi and is headed by Director. The institute is providing training to officers of States/UTs and

developing countries, in Legal Meterology. The total strength of staff is 56, Group A-15, Group B-6, Group C-12 and Group D-23.

General pay-scale

59.12 We have made our recommendations on the replacement scales, etc. in the relevant chapters, for these posts.

DIRECTORATE OF VANASPATI, VEGETABLE OIL & FATS

59.13 The Directorate of Vanaspati, Vegetable Oils and Fats, under the administrative control of this Ministry, assists the Ministry in the coordinated management of the edible oils economy. Production, quality control, prices and distribution for the internal trade and commerce in vanaspati, vegetable oils, oilcakes and meals as also related policy matters come under the purview of the Directorate. It is headed by a Chief Director who in turn is assisted by two Directors, other officers and staff. The total staff strength of the Directorate is 100, 14 in Group A, 29 in Group B, 34 in Group C and 23 in Group D.

Our recommendations

59.14 We have made recommendations on replacement pay scales, allowances and other conditions of service, in the relevant chapters of this report. They may be referred to for application to the above posts.

60

Ministry of Coal

INTRODUCTION

60.1 A separate Department of Coal was carved out of the erstwhile Department of Mines and Metals in 1974 to develop the coal and lignite deposits in order to meet the energy demands of the country, and to ensure the adoption of scientific mining techniques. The Department was converted into a full-fledged ministry in June, 1991

Functions

60.2 The Ministry of Coal is responsible for the exploration and development of deposits of coking and non-coking coal and lignite, and all matters relating to their production, supply, distribution and pricing. Public enterprises dealing with coal and lignite, such as Coal India Limited, Neyveli Lignite Corporation Limited, etc. also function under the Ministry's administrative control.

60.3 The Coal Controller's Organisation and the Office of the Commissioner of Payments, with their headquarters at Calcutta, are the two subordinate offices under the Ministry.

SECRETARIAT

60.4 Headed by a Secretary, the Secretariat has a total sanctioned strength of 167 posts, including 37 Group 'A' and Group 'B' gazetted posts.

Economist

60.5 The only post of Economist in the Ministry in the pay scale of Rs.2200-4000 has been vacant since 1992 due to non-availability of a suitable candidate either on deputation or from the open market. The qualifications prescribed for the post are a postgraduate degree in economics. We have considered the Ministry's suggestions that this post should be placed in a higher scale of pay corresponding to the scale of Rs.3000-4500 and are of the view that a more appropriate solution would be to encadre the post in the Indian Economic Service.

60.6 All posts in the Secretariat are covered by the scales of pay

discussed by us in Chapter 43. Our recommendations on the revised scales of pay contained therein will equally apply to these posts.

COAL CONTROLLER'S ORGANISATION

60.7 The Coal Controller's Organisation came into existence as early as the year 1919 and has been functioning on a regular basis since the promulgation of the Colliery Control Order in 1944.

Organisation

60.8 The sanctioned strength of the Coal Controller's Organisation as on August 1, 1994 was 283 posts, of which 18 were in Group 'A', 203 in Group 'B' and 'C', and the remaining 62 in Group 'D'. However, 180 posts (Group 'A' 7, Group 'B' and 'C' 122, Group 'D' 51) only were actually filled. Details of the posts not belonging to any of the common categories and specific to the Organisation are indicated below:

Designation	Present scale of pay	Number of posts
Coal Controller	5100-5700	01
Deputy Coal Controller	4100-5300	01
Joint Deputy Coal Controller	3700-5000	01*
Coal Superintendent(Dhanbad)	3700-5000	01
Assistant Deputy Coal Superintendent Grade I	3000-4500	05
Secretary to Coal Controller	3000-4500	01*
Assistant Coal Controller (Statistics)	3000-4500	01@
Assistant Deputy Coal Superintendent Grade II	2200-4000	02
Deputy Assistant Coal Controller	2200-4000	03*
Assistant Director(Statistics)	2200-4000	01@

* Administrative posts.
@ Statistical discipline.

60.9 There have been significant developments in the coal sector in the recent past. Assurance of the quality of coal has become imperative following the introduction of the "Cash and Carry" scheme. The Committee of Secretaries had decided in 1991 that an independent inspection agency should be established for the purpose on a self-financing basis, preferably through the Coal Controller's Organisation. The Coal Mines (Nationalisation) Amendment Act, 1993 empowers the Organisation to ensure necessary standards.

Restructuring of Organisation

60.10 It has been represented to us that the responsibility of the Coal Controller's Organisation in exercising supervision over coal mines to ensure safe

and scientific exploitation and a quality-related price regime would increase manifold as a consequence. The Ministry has, therefore, suggested its reorganisation and strengthening by the establishment of quality surveillance units in different coal field areas. **In our opinion, reorganisation of the Coal Controller's Organisation is desirable in the changing economic scenario. In fact, by virtue of its statutory status, it can also function as a regulatory authority, a necessity for which may arise in future following the entry of private companies in the coal sector. However, its reorganisation should be considered by the Ministry on merits in consultation with its Financial Adviser and the Ministry of Finance.**

Technical Posts

60.11 Difficulties in recruiting Mining Engineers for appointment to technical posts in the Organisation have been highlighted by the Coal Controller as well as the Ministry. Enhancement of the status and emoluments of some of the technical posts - particularly those of the Coal Controller and Deputy Coal Controller - has, therefore, been suggested on the ground that compensation packages offered by the public enterprises in the coal sector are higher and more attractive. While any comparison with the public sector may not be quite appropriate, we, however, find that comparable posts even in other organisations (Directorate General of Mines Safety, Indian Bureau of Mines and Railway Board) are in the scale of pay of Rs 7300-7600 or Rs.5900-6700. We also recognise that the functional responsibilities of the Coal Controller are likely to increase significantly in future and encompass much more than mere mining techniques.

60.12 **In the circumstances, there is considerable merit in the Ministry's suggestion that the Coal Controller should be granted higher status and emoluments. We accordingly recommend that this post may be placed in the replacement scale corresponding to the scale of Rs.5900-6700. As a logical corollary, the post of Deputy Coal Controller may also be placed in the revised scale of pay equivalent to Rs.4500-5700. We do not, however, agree with the suggestion that the selection criteria for the post of Coal Controller should be broadbased to include officers of the All India Services and Group 'A' Central Services under the Central Staffing Scheme, as well as those from the public sector. This post should correctly be earmarked only for qualified mining engineers.**

Redesignation of Non-Technical Posts

60.13 **Pending the proposed reorganisation, we are not inclined to recommend any changes in the scales of pay of other technical posts presently in the scales of Rs.3700-5000, Rs.3000-4500 and Rs.2200-4000. Some of the non-technical posts in the Organisation which do not belong to the mining engineering discipline may, however, be redesignated as follows, in order to bring out their essential character:-**

Present Designation	Proposed Designation
Joint Deputy Coal Controller	Chief Administrative Officer
Secretary to Coal Controller	Senior Administrative Officer
Deputy Assistant Coal Controller	Administrative Officer
Assistant Coal Controller (Statistics)	Deputy Director (Statistics)

Organised Service of Mining Engineers

60.14 We have also examined, in consultation with the Ministries of Coal, Mines and Labour, the feasibility of constituting an organised Group 'A' service of mining engineers by the merger of posts in these departments. **After careful consideration, we are of the view that post may not be possible, or even desirable, having regard to the differences in functional and qualification requirements.**

Legal Assistant

60.15 Upgradation of the scale of pay of the post of Legal Assistant in the Coal Controller's Organisation from Rs.1200-2040 to Rs 1640-2900 so as to be on par with that of the corresponding post in the Ministry of Law and Justice has been suggested by the Ministry. Lower Division Clerks possessing a degree in Law are presently eligible for promotion to this post. **We accept the Ministry's suggestion and recommend that this post may be placed in the replacement scale corresponding to the scale of Rs.1640-2900, subject, however, to the condition that only Head Clerks and Upper Division Clerks possessing a law degree may be eligible for promotion to the post, which may also be redesignated as Law Superintendent.**

Enlargement of Promotion Avenues

60.16 Statistical Assistants, Stenographers and Personal Assistants have urged that they should be provided a channel of promotion to posts of Head Clerk and Superintendent. **In our view, the demand for cross-cadre promotions is not justified in the instant case. The Assured Career Progression Scheme recommended by us elsewhere in this report would provide some relief to those stagnating in their present posts.**

Isolated Posts

60.17 In the Coal Controller's Organisation, there are certain isolated posts of Surveyor and Draftsman in the scale of pay of Rs.1400-2300 and of Punch Verifying Operator in the scale of pay of Rs.950-1500, which have no promotion avenues. Higher or elongated replacement scales have, therefore, been recommended by the Ministry. **The replacement pay scales recommended by us for the common categories of Surveyor and Draftsmen in the Chapter on "Engineering Services" would be extended to the corresponding posts in the Coal Controller's Organisation. Besides, incumbents of these posts would also be eligible for the financial benefits of the next two higher scales of pay in terms of the Assured Career Progression Scheme.**

60.18 The feasibility of redesignating the Punch Verifying Operators as Data Entry Operators or their merger in the ministerial cadre in case they are not actually engaged in data entry has been examined by us in consultation with the Ministry. We have been informed that though the incumbents of these posts are engaged in data entry, the posts are not proposed to be retained in the Electronic Data Processing category in the absence of any specific requirement and that they would be abolished on superannuation of the present incumbents. Merger of these posts in the clerical cadre has also not been favoured because of problems that may arise in determination of *inter se* seniority. **We accept the Ministry's proposal to abolish these posts in due course. Meanwhile, they would be eligible for the financial benefits of the next two higher scales of pay corresponding to the scales of Rs.1200-2040 and Rs.1400-2300 in terms of the Assured Career Progression Scheme on completion of the prescribed residency periods.**

COMMISSIONER OF PAYMENTS

Replacement Scales

60.19 The Office of the Commissioner of Payments, with its headquarters at Dhanbad, was established in 1972 to adjudicate claims against the former owners of collieries, both in the coking coal and non-coking coal sectors, in terms of the provisions of the Coking Coal Mines (Nationalisation) Act, 1972; and to disburse all adjudicated and admitted claims. A second office was also established at Calcutta in 1974 after nationalisation of coal mines in 1973, and the Dhanbad office was merged with this office in 1987. The post of Controller of Payments was abolished in 1991 as an economy measure and his functions are presently looked after by the Coal Controller. There are presently 23 employees at Calcutta.

60.20 **All posts in this office have standard designations and scales of pay. The corresponding replacement pay scales recommended by us elsewhere in this report will apply equally to these posts.**

61

Ministry of Commerce

INTRODUCTION

61.1 The Ministry of Commerce consists of the Departments of Commerce and Supply, which function independently under two Secretaries.

DEPARTMENT OF COMMERCE

Organisation and functions

61.2 The Department of Commerce is responsible for the country's external trade and related matters, such as the formulation and administration of the Export-Import policy, export promotion measures, including development of export-oriented industries, state trading, etc. The department also deals with agencies (UNCTAD, ESCAP, ECA, EEC, GATT, etc.) concerned with international trade and commerce. The department's attached and subordinate offices are the Directorate General of Foreign Trade, Directorate General of Commercial Intelligence & Statistics, seven Export Processing Zones and the Office of the Custodian of Enemy Property.

Staff strength

61.3 There are in all 629 posts in the Secretariat of the department and 3,752 posts distributed in its attached and subordinate offices. The group-wise distribution of these posts is as follows :-

	Sanctioned Strength	
Category	Secretariat	Attached/ Subordinate Offices
Group 'A'	74	317
Group 'B'	223	457
Group 'C'	214	2,148
Group 'D'	118	830
Total	**629**	**3,752**

SECRETARIAT

Economic Adviser

61.4 We have been informed by the Department of the difficulties experienced by it in filling the post of Economic Advisor (Rs.5900-6700) attributable to the non-availability, on deputation, of experts from international agencies who are required to sever their ties with these agencies and to the preference of Indian experts appointed to the post to migrate to international organisations. In order to attract persons of the right calibre, higher pay scales and perquisites have been demanded. **We are, however, of the considered view that posts of Economic Advisors should be filled as a matter of policy, by officers of the Indian Economic Service or the Indian Trade Service and recommend that the post should be encadered in one of these two Services. Besides, introduction of a system of lateral entry to certain technical services may also be appropriate with a view to encouraging a two way flow between Government and other sectors like universities, research institutions, non-governmental organisations and even the private sector. Such induction particularly of economists and scientists, could be on contract for a specified period.**

Documentation Assistant

61.5 Posts of Documentation Assistant in the department in the scale of pay of Rs.1400-2300 are filled by deputation of Upper Division Clerks and Grade 'D' Stenographers with more than five years service. It has been suggested by the department that the post should be made more attractive in terms of monetary benefits because of the reluctance of eligible personnel to be appointed to the post. **While the post may be placed in the replacement scale corresponding to the scale of Rs.1640-2900, we are, of the view that, instead of being filled on deputation, it should be encadred in the Central Secretariat Service and held, in the normal course, by one of the Assistants in the department.**

61.6 All other posts in the Secretariat have standard designations and scales of pay. The corresponding replacement scales of pay recommended by us elsewhere in this report will apply to these posts.

DIRECTORATE GENERAL OF FOREIGN TRADE

61.7 The Directorate General is responsible, inter-alia, for the implementation of the import and export policies of government. Apart from export promotion offices at Mumbai, Calcutta, Cochin, Chennai, Nagpur and Pune, it has subordinate offices located in 31 major cities. Of the 3,752 posts in the attached and subordinate offices of the Department of Commerce, as many as 2,504 posts are in the Directorate General. The Group 'A' Indian Trade Service was constituted in 1977 to provide personnel for this organisation.

Joint Chief Controllers of Imports and Exports

61.8 Keeping in view the cadre structure of the Indian Trade Service and the workload in the regional offices of the Directorate General at Mumbai, Calcutta, Delhi and Chennai, the Fourth CPC had recommended that the posts of Joint Chief Controller of Imports and Exports may be placed in the scale of pay of Rs.4500-5700. We have been informed that this recommendation is yet to be implemented. According to the Department, necessary amendments to the recruitment rules are now under consideration

of the Department of Personnel and Training. Nearly a decade having elapsed since the recommendation was accepted by government, we would urge the department to ensure that its actual implementation is not delayed any further.

EXPORT PROCESSING ZONES

Exemption from consultation with UPSC

61.9 Seven Export Processing Zones have been established by the department at various locations. The Department has suggested that the requirement of consultation with the Union Public Service Commission should be dispensed with in the case of selection and appointment to posts of Administrative Officer, Estate Manager, and Assistant Development Commissioner in the NOIDA Export Processing Zone. Exemption in respect of these posts has been sought on the ground that the process of selection is time-consuming and takes more than three to five years in some cases. We find that consultation with the Union Public Service Commission has been necessitated because the posts of Administrative Officer and Estate Manager are filled by transfer on deputation of officers of the Central or State Governments, while that of Assistant Development Commissioner is filled by promotion, among others, of Legal Assistants. Posts of Legal Assistant have, however, since been abolished. **In the circumstances, it should be possible to dispense with the requirement of consultation with the Union Public Service Commission by appropriately amending the recruitment rules for these pots so as to exclude officers of State Governments and Legal Assistants. The department may also consider the feasibility of including the post of Assistant Development Commissioner in one of the organised cadres in case promotion of personnel from within the Export Processing Zone itself is not possible.**

Office Superintendent

61.10 It has been brought to our notice by the Department that though the duties and responsibilities of the Office superintendent and Section Officer (Accounts) in the NOIDA Export Processing Zone are identical, the scale of pay of the former post (Rs.1600-2660) is lower than that of the latter (Rs.1640-2900) and that this anomaly should be removed. **In our view, however, there is no anomaly because the latter post is filled by transfer on deputation of Assistants in the scale of pay of Rs.1640-2900, while the former primarily represents a promotion avenue for Upper Division Clerks in the scale of pay of Rs.1200-2040. In the circumstances, the demand for parity is not justified. However, the post of Office Superintendent in the Export Processing Zone will be placed in the replacement scale corresponding to the scale of Rs.1640-2900** in terms of our general recommendations on rationalisation of pay scales in the subordinate offices.

Security Guards

61.11 We have also considered the suggestions of the Department that 8 of the 22 posts of Security Guards in the NOIDA Export Processing Zone should be upgraded to the scale of pay of Rs.800-1150 so as to improve their promotion prospects and that, having regard to their arduous duties, they should also be equated with the Sepoys of organised forces. There are presently 33 posts of Security Guards (Rs.750-940), 4 posts of Head Security Guards (Rs.1200-2040), 7 posts of Assistant Security Officer (Rs.1640-2900) and one post of Security Officer (Rs.2000-3500) in the Export Processing Zone. Though designated as Security Guards, the concerned personnel would appear to be performing only

routine watch and ward functions, which can, by no means, be considered arduous. On the other hand, the Sepoys in the organised forces are trained in the use of arms and also have certain statutory obligations. The comparison sought to be drawn is, therefore, not appropriate.

61.12 **Considering, however, the limited promotion avenues available for the Security Guards, we recommend that they may be organised in the three-tier structure proposed by us for the auxiliary (Group 'D') staff in general in the replacement scales of pay corresponding to the scales of Rs.750-940, Rs.775-1025 and Rs.800-1150. The posts may be distributed in these three scales to facilitate the extension of the Assured Career Progression Scheme. The posts may also be redesignated as Security Attendants. This would apply to posts in the other Export Processing Zones as well.**

61.13 **We further recommend that, as a long-term measure, the security functions in the Export Processing Zones may be entrusted on contract to private agencies and the existing posts of security staff progressively abolished.**

DEPARTMENT OF SUPPLY

Functions

61.14 The Department of Supply is the nodal department for the procurement and inspection of stores on behalf of various ministries and departments of the Central Government. On their request, it also arranges purchase and inspection of stores on behalf of the State Governments, public sector undertakings, autonomous bodies, etc. Another important concern of the Department relates to the testing and evaluation of various materials, products and equipments. The Indian Supply Service and Indian Inspection Service are also administered by the Department. The Directorate General of Supplies and Disposals functions as an attached office of the Department and the National Test House as a subordinate office.

Organisation

61.15 The group-wise distribution of posts is as follows :

	A	B	C	D	Total
Department Of Supply	18	57	81	44	200
Directorate General of Supplies and Disposals	326	682	2,277	846	4,131
National Test House	98	236	299	203	836
Total	442	975	2,657	1,093	5,167

SECRETARIAT

61.16 All posts in the Secretariat have standard designations and scales of pay. The replacement scales recommended by us elsewhere in this report will apply to these posts.

DIRECTORATE GENERAL OF SUPPLIES AND DISPOSALS

Functions

61.17. The Directorate General of Supplies and Disposals is the central purchase organisation of the Government of India and is responsible for procurement and inspection of stores. Over the years, many of the procurement functions have been transferred to the concerned ministries and departments themselves. Presently, procurement of stores, other than POL products intended for defence and railways, against rate/running contracts alone has been entrusted to the Directorate General. While purchase functions have now been decentralised, it continues to be responsible for inspection of stores on behalf of all ministries and departments.

Junior Progress and Field Officers

61.18 It has been represented to us that the posts of Junior Progress Officer and Junior Field Officer in the Directorate General should be placed in scale of pay higher than that of the post of Assistant in the Central Secretariat Service. This has been justified on the ground that though the Fourth CPC had recommended the scales of pay of Rs.1600-2660 and Rs.1640-2900 respectively for these two posts and only a lower scale of Rs.1400-2600 for the Assistants, this had, however, been revised subsequently to Rs.1640-2900, resulting in an anomaly. **We do recognise that certain relativities established by theFourth CPC had been disturbed because of the subsequent upward revision of the scale of pay of Assistants. However, this by itself would not justify, in our opinion, a corresponding revision of the scales of pay of other posts, which had been determined after taking into account, their functional responsibilities. Besides, Assistants of the Central Secretariat Service had been placed in the scale of pay of Rs.1640-2900 in pursuance of a judgement of the Central Administrative Tribunal. We consider the scales of pay recommended by the Fourth CPC for these posts to be appropriate based on the duties and responsibilities. We, therefore, recommend only the corresponding replacement scales for these two posts.**

Examiner of Stores

61.19 Posts of Examiner of Stores in the Directorate General in the scale of pay of Rs.1400-2300 are stated to be filled by promotion of Junior and Senior Draughtsmen. It has been brought to our notice that an anomalous situation of the feeder posts being in an equivalent or higher scale of pay has been created following a judgement of the Calcutta Bench of the Central Administrative Tribunal (OA No.498 of 1986) placing the posts of Junior and Senior Draughtsmen in the scales of pay of Rs.1400-2300 and Rs.1600-2660 respectively. We have, however, been informed by the Department of Supply that the posts of Examiner of Stores are predominantly filled by direct recruitment of candidates possessing a diploma in engineering and that only a limited number of posts are filled by promotion of Junior and Senior Draughtsmen, and that there was prima facie no justification for any upward revision of the scale of pay of this post solely on the basis of the scales of pay of the feeder posts. Having, however, due regard to the essential qualification for direct recruitment and based on the general principles of pay determination evolved by us, we recommend that the post may be placed in the scale of pay of Rs.1600-2660.

Other posts

61.20 All other posts in the Directorate General will be placed in the corresponding replacement scales recommended by us elsewhere in this report.

NATIONAL TEST HOUSE

General Introduction

61.21 The National Test House (NTH) formerly known as the Govt.Test House, is a premier scientific institution engaged in testing, evaluation, quality assurance and standardisation of materials and finished products. Established in 1912 in Calcutta by the then Railway Board to cater to the needs of the Indian Railways the Test House has travelled a long way to associate itself with the broad development, both in the industrial and agricultural sectors It is actively involved in all aspects of technology connected with industries, commerce, trade, import substitution and standardisation.

Organisational set-up

61.22 The services of NTH are now available through its four regional branches located at Calcutta, Mumbai, Chennai and Ghaziabad. Recently, a Satellite Testing Centre has been established at Jaipur which, in the years to come. is expected to grow into a full-fledged Test House. Efforts are afoot to set up additional Test Houses in Guwahati, Hyderabad, Ahmedabad and in deep South: the ultimate aim being to have at least one model Test House in each State of the Country. The Regional Branches of National Test House provide most comprehensive facilities for testing and evaluation of materials and products. The introduction of a Computerised Management Information System has brought a sea change in the quality system of this Institution in consonance with the ISO 9000 series of standards.

Distribution of Establishment

61.23 The Director General (Rs.5900-7300) heads the National Test House, with a total of 836 personnel in the organisation, 98 in group A, 236 in group B, 299 in group C and 203 in Group D. Except for 1 Post each of Asstt.Director (Admn), Deputy Director(Admn), Security Officer and Vigilance Officer, all the Group 'A' posts are recognised as scientific and covered by FCS.

Demands

61.24 Demands made in memoranda mainly seek upgradation of the scientific posts of Director General, and Regional Directors and other scientific staff, and extention of FCS to staff other than Group "A", besides the general demands on various common service matters.

Director General NTH

61.25 The Director General, as head is concerned with coordinating the activities of a multi-disciplinary National Test House coupled with active involvement of the Institution with Industry, Government and other commercial organisations. The Parliament Standing Committee of the Ministry of Commerce has observed that the post of Director General also needs to be upgraded and made equivalent to that of Director General in CSIR . The comparison with CSIR is not apt as National Test House is predominantly a "testing" organisation rather than "R&D" Organisation. With a staff strength of 832 and Flexible Complementing Scheme covering all group "A" Scientists, no change in the pay scale of Rs.5900-7300 of Director General is recommended.

Regional Director

61.26 The posts of Regional Director (Rs.4100-5300) in branches viz Mumbai, Chennai, Ghaziabad, Calcutta are filled through deputation on transfer and selection is made through U.P.S.C. The educational qualification required are M Sc in Chemistry or Degree in Engineering with 12 years experience in a Supervisory Capacity. The 3rd Pay Commission had prescribed a pay scale of Rs.1800-2200 for the Regional Directors of National Test House. The 4th Pay

Commission had recommended a replacement scale of Rs.4500-5700 for this scale wherever the Flexible Complementing Scheme was in existence. However, the pay scales of Regional Directors of National Test House were fixed at a lower scale of Rs.4100-5300. Due to lower promotional incentive associated with the post, the posts of Director in National Test House are lying vacant for long periods and on many occasions the selected Scientists have declined the offer of appointment. This is proving detrimental to the growth of the organisation. On rationalisation of the pay scale of Rs. 4100-5300, Regional Directors of Labs may be placed in the scale of Rs. 4500-5700, and may be filled 100% by promotion. Presently the post of Director is filled by DR and is not in the multi grade structure. By encadring the post it will be covered by FCS.

61.27 The 123 posts of Scientific Assistant in National Test House (NTH) are Group B non-gazetted posts in the pay scale of Rs 1640-2900, filled 100% by DR through UPSC The 93 posts of Scientific Officer in NTH are Group B, Gazetted in the pay scales of Rs. 2000-3500 and 90% being filled by promotion and 10% by DR through UPSC. The educational qualifications for both posts are the same viz M Sc or diploma in Engineering. It has been claimed that the duties and responsibilities of Scientific Asstts and Scientific Officers overlap Upgrading and redesignating them as Scientists 'SA' will include them in FCS. Upgradation is not recommended since present pay scales are adequate in view of the qualifications & nature of duties.

61.28 The administrative Ministry has sought extension of Flexible Complementing Scheme to all the scientific and technical personnel in view of the grim promotion prospects. In accordance with the general proposals, Flexible Complementing Scheme need not be extended to Group B & C staff. ACP scheme will apply to them

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Ministry of Communications

INTRODUCTION

62.1 Till the end of 1984, the Ministry of Communications consisted of two wings, the main Ministry and the Posts and Telegraph Board. In January 1985, the Secretariat set-up of the Ministry was reorganised resulting in bifurcation of the Post & Telegraph Department into two separate Departments, viz. the Department of Posts and the Department of Telecommunications

Department of Posts

Objectives, role and activities

62.2 The Department of Posts, created in January, 1985, is responsible for the operation, maintenance and development of postal services throughout the country. Normally perceived as a singular function of delivering letters, postal operations are in fact a chain of multifarious activities, such as collection, sorting, transmission and delivery of mail. In addition, there are also ancillary activities for special services like registration, money orders, speed post, postal orders, etc. The department performs agency functions in respect of post office savings bank, national savings certificates, postal life insurance and collection of customs duty on postal articles, on behalf of other departments of the Government of India.

Organisational set-up

62.3 The Department is headed by a Secretary in the scale of pay of Rs.8000/- (fixed), who is also the Chairman, Postal Services Board, and the Director General of Posts. The management of the Department vests in the Postal Services Board, which has three Members (Rs 7300-8000) besides the Chairman. The Board is responsible for policy formulation and directs and supervises the operation of

postal services in the country. The Board is supported by ancillary units directly managed by it: the Training Centres, the Regional Mail Planning Units, the Controller of Foreign Mails, the Building Works services, the Directorates of Postal Life Insurance and Business Planning and a Printing Press. The Department carries the liability to second its officers and staff to the Army Postal Service Corps, where their terms and conditions of service are governed by the provisions of the Army Act and rules framed thereunder.

Administrative and Operations Units

62.4 The administrative setup of the Department is divided into a number of territorial and functional units. Postal Operations are organised into 19 Postal Circles, comprising one or more State/ Union Territory and headed by a Chief Postmaster General in the scale of pay of Rs.7300-7600 or Rs.5900-6700 Each circle is further divided into a number of regions, headed by a Postmaster General (Rs.5900-6700) and assisted by a Director(s) of Postal Services (Rs.4500-5700/3700-5000). A region is further divided into Divisions. A Division, which is the basic administrative unit, is headed by a Divisional Superintendent in the scale of Rs.3000-4500, Rs.2200-4000, or Rs.2000-3500. The Divisions are of two kinds - Postal Division and Railway Mail Service (RMS) Division, the former carrying out postal operations through a network of Post Offices, and the latter handling sorting, routing and transmission of mails.

Size and Distribution of Establishment.

62.5 The Department engages a total of 2,92,278 departmental employees - 759 in Group A, 1200 in Group B, 2,43,350 in Group C and 46.969 in Group D. Besides, there are some Group A posts for whom the cadre control vests in the Department of Telecom, namely the P&T Building Works service and the P&T Accounts and Finance service. There are about 3.07 lakh extra-departmental agents who man most of the services in the rural areas. The bulk of the staff can broadly be grouped into Administrative, Operative, Medical-paramedical, Technical, Accounts and, Auxiliary support streams. The distribution of posts is as follows:-

STREAM	(Number of Posts) GROUP				TOTAL
	A	B	C	D	
Adminis-trative	524	790	9.280	3,016	13,610
Accounts & Finance	80	188	8,929		9,197
Medical/ Para-medical	138		382	93	613
Technical	17	23	366	311	717
Auxiliary	-	35	2.358	2,866	5,259
Operative	-	164	2,22,035	40,683	2,62,882
TOTAL	759	1,200	2,43,350	46,969	2,92,278

Group A Services

62.6 Except 17 posts of automobile engineers of the Mail Motor Service, all the Group A posts belong to the organised services - Indian Postal Service (497), Central Health Service (138), P&T Accounts & Finance Service (80), Central Secretariat Official Language Service(18) and Central Secretariat Service (9). We have separately made recommendations regarding these services in the relevant chapters

OBSERVATIONS OF PREVIOUS PAY COMMISSIONS

Third and Fourth CPCs

62.7 The Third CPC suggested examination of Postmasters' and Postal Superintendents' Services in Class II as two separate services, and recommended that appointment to posts in clerical and operating categories should be made on the basis of merit. Because a very large number of postal clerks handle cash in the course of normal work, a special pay for this purpose as different from the general orders of the Ministry of Finance was recommended. It also introduced an additional Higher Selection Grade for Postmasters supervising 6 or more Lower Selection Grade officials, with selection being made on the basis of merit. Upgradation of Inspectors was recommended conditionally, subject to the introduction of an element of direct recruitment. Postmen were also upgraded keeping in mind their arduous duties, and the pay scales of Class IV personnel of Test and Non-Test categories were brought at par. The Fourth CPC observed that the Department was one of the major departments of the Central Government. Its important recommendations included merger of the Postmasters' and Postal Superintendents' Services Group B, as a common feeder grade for promotion to the Indian Postal Service, Group A, and providing an element of direct recruitment at this level. It also made suggestions for improvement of efficiency which have been dealt with elsewhere in this report.

DEMANDS IN MEMORANDA

Postal,RMS,MMS and other branches

62.8 The top level of the Department mainly comprises the Indian Postal Service (IPS), Group A. The Postal Superintendents and Postmasters Group B were combined into a single cadre on the recommendations of the Fourth CPC, as a common feeder to the IPS Group A. The main demands made before us by this category of officers relate to opening of promotion avenues either by setting aside a larger percentage in the Group A posts or providing them with time-bound promotions. The Assistant Superintendents and Inspectors of the Postal and Railway Mail Service Branches have also demanded upgradation and better career opportunities, provision of orderlies for office work or allowance for use of computers in lieu thereof, and enhancement of allowance for maintaining office at residence. The Postal Branch, comprising Supervisors in the lower and higher selection grades, Postal Assistants, Sorting Postmen, Postmen, Mail and Cash Overseers, Group D staff and Packers, have sought better scales in view of the arduous duties, special pay for Lower Selection Grade Assistant Postmasters and combined hands (handling Postal as well as Telegraph work) in Post Offices, enhancement of allowances for Treasurers and Cashiers and those performing Savings Bank work, incentives for Postal Assistants handling computers and monetary compensation for working six days a week, parity between Mail Peons

and Postmen, parity between Packers in Foreign Post and those in the Ordnance Depots, grant of split duty allowance to those working on such duties and Travelling Allowance instead of Night Halt Allowance to Mail Overseers. Postmen have sought promotion to the grades of Postal Assistants after completing 10 years without examination, parity with Linemen of Department of Telecommunications, risk allowance for handling money orders, conveyance allowance and enhancement of washing and cycle allowances. Group D employees have demanded that the distinction between test and non-test categories be removed, as it is irrelevant. Like the Postal Branch, the Railway Mail Service (RMS) Branch have also sought better pay scales and incentives for use of computers and working to a six-day week. Group A officers and Inspectors of the Mail Motor Service have complained of tremendous stagnation and have sought enhancement of career progression opportunities. Inspectors have sought parity with the Inspectors of Post Offices and RMS, and skilled artisans with Postal Assistants. Supervisors of the Postal Machines Repair Organisation (PMRO) have requested removal of anomalies in the pay-scales between the workshops at Delhi and Madras, and the offset Printing Machine Operator has asked for parity with similar posts in the Legislative Department. Incumbents of the isolated posts of Statistical Assistant, Junior Draftsman and Tracer in the Postal Directorate have demanded promotion avenues. In another chapter, we have recommended specific measures for **Restructuring of the Postal Services**, on the operative part, necessitating revision of scales of pay of certain categories and standardising the job titles, which have a bearing on the recommendations that follow.

OUR RECOMMENDATIONS

Postal Superintendents and Inspectors

62.9 The Fourth CPC recommended merger of Postal Superintendents and Postmasters Services Group B as a common feeder grade for promotion to 40% of the vacancies in the Indian Postal Service Group A. The combined Postal Superintendents' Service Group B enters at the scale of Rs.2000-3500 as a 100% promotion level, of which 75% is earmarked for Assistant Superintendents (Rs.1640-2900) by promotion, 19% come through an examination from among Assistant Superintendents and Inspectors, and the remaining 6% by examination of general line postal officials in the Higher Selection Grade I (Rs.1640-2900). Assistant Superintendents are in turn filled 100% by promotion from the level of Inspectors (Rs.1400-2300). In the chapter relating to Restructuring of Postal Services, we have already recommended that Inspectors of Post Offices and RMS should be merged, upgraded to Rs.1640-2900, and filled 33-1/3% by direct recruitment from the Inspectors' Grade Examination of Staff Selection Commission. Accordingly, **we recommend that Assistant Superintendents of Post Offices and RMS, which level will also consequently be merged, should be upgraded to the scale of pay of Rs.2000-3500, and Postal Superintendents Service Group B to Rs.2500-4000.** As regards introduction of time-bound promotion at the end of 6 and 8 years' service exclusively for the postal superintendents, in view of the scheme of Assured Career Progression, we do not recommend any further changes. We are also not in favour of disturbing the present ratio between direct recruitment and promotion at the level of Indian Postal Service Group A.

Orderlies

62.10 As regards provision of orderlies for the Inspectorial staff for office work, the measure itself will entail creation of over 5,000 new posts at the auxiliary level. Inspectorial staff are provided with mail overseers for inspection and office duties. They may be encouraged to adopt the use of computers for routine and repetitive work. **We neither recommend orderlies or a special allowance for computer usage in lieu thereof.**

POSTAL BRANCH

Postal Assistants

62.11 In another Chapter we have recommended certain measures for raising the standard of human resources and, consequently efficiency in the Postal services. The operative category at the clerical level enters as Postal Assistants, presently in the scale of pay of Rs.975-1540, with minimum qualifications at entry being matriculation, with added value for every additional academic qualification. This category has two time-bound promotions to the levels of Rs.1400-2300 and Rs.1600-2660, on completion of 16 and 26 years' service, respectively. They will now be required to possess 10+2 standard qualifications with knowledge of typing and computers. The modernisation programme launched by the Department itself requires extensive use of computers and modern instruments hitherto not in vogue. In their joint memorandum, the demand of the Postal Federations for better pay-scales in view of the arduous duties combined with raising of qualifications and the need for improvement in the efficiency of postal services, justifies higher pay-scales at entry. **We recommend that Postal Assistants at entry may be placed in the scale of pay of Rs.1320-2040.** Elsewhere in this report we have recommended the implementation of the Assured Career Progression scheme, which is in tune with the present two time-bound promotions. The schemes of One Time Bound Promotion (OTBP) and Biennial Cadre Review (BCR) will accordingly be replaced by this Scheme in its general applicability. We, therefore, do not recommend any change in the scales of pay for the time-bound promotions. The scale of pay of Rs.1400-2300 will be the first ACP scale and Rs.1600-2660, the second

Special Pay for Combined Hands

62.12 In some Post Offices, telegraph facilities are provided in addition to postal services, for transmitting, receiving and delivering messages, by using morse, teleprinter or even phone. Postal Assistants, trained in signalling work, and granted advance increments, are engaged as "combined hands" in such "combined offices". During times of non-availability of such combined hands, other Postal Assistants and Supervisors are required to handle telegraph services over telephone. For this work, it has been demanded that Assistant Postmasters (APMs) and Lower Selection Grade (LSG) officials who also supervise postal work apart from handling telegraph traffic should be paid a special pay of Rs.60 per month on the analogy of special pay granted to Phonogram operators. **As handling combined duties is neither a regular measure, nor does the APM or LSG supervisor use the normal signalling techniques, we do not recommend special pay.** Even if the APM or LSG official is a combined hand, he is expected to transmit as per his normal duties.

Cash Handling Allowance

62.13 The allowance to Treasurers/Cashiers was enhanced by the Fourth CPC. This allowance is not treated as pay for any purpose. The Federations have claimed that it continues to decrease in real terms with the rise in dearness

allowance, and is too meagre compared to the responsibilities of the job. For these reasons, volunteers are not easily available for working in the Treasury branch. Responsibilities have also increased on account of tightening of norms of the treasury branch. In pursuance of the recommendations of the Fourth CPC the rates of special pay were doubled. The rates applicable at present are Rs 60 for handling of cash upto Rs.3 lakhs and Rs 80 for amounts above that The Department has also supported enhancement of the allowances In line with our general recommendations in this regard. **We recommend that officials handling cash may be paid allowances at the following rates:-**

Amount of Cash Handled	Rates of Special Pay
Upto Rs.50,000	**Rs.75 per month**
Above Rs.50,001 and upto Rs.2 lakhs	**Rs.150 per month**
Above Rs.2 lakhs and upto Rs.5 lakhs	**Rs.200 per month**
Above Rs.5 lakhs and upto Rs.10 lakhs	**Rs.250 per month**
Above Rs.10 lakhs	**Rs.300 per month**

The present practice of obtaining a fidelity/security bond from employees handling cash should be discontinued.

Incentive for handling computers

62.14 Postal and Sorting Assistants handling computers have claimed that they perform highly skilled jobs rather than conventional clerical jobs. Their demand for a special pay for acquiring necessary qualifications to handle computerised operations is based on a comparison with the qualification pay of Rs.40 per month in the first year and Rs.70 from the second year onwards paid to a qualified Junior Accounts Officer in the office of the CGA, CGDA, and other Accounts organisations, till his actual appointment to the post. We observe that Postal/Sorting Assistants are presently paid an amount of Rs.100 per month as incentive for the use of computers. The proposals on restructuring Postal Services envisage future recruits in this category to possess computer knowledge besides basic qualifications, and accordingly the entry level scale of pay has been upgraded from Rs.975-1660 to Rs.1320-2040. **In view of this, we do not recommend grant of a special pay.**

Postmen

62.15 The demand of Postmen for upgradation in their pay-scales, and parity with Linemen of the Department of Telecom at the BCR level has been met by our recommendations on replacement and ACP scales in the relevant chapter. **Postmen at entry will, accordingly be placed in the scale of Rs.825-1200 at entry, at par with Constables of the Central Police Organisations with ACPs to the levels of Rs. 950-1500 and 1200-1800, respectively.** The pay-scale of Mail Peons and Postmen at the time of the Third CPC was Rs.210-270, while the 4th CPC granted replacement scales of Rs.750-940 to the former and Rs 825-1200 to the latter. The decision to upgrade Postmen was a conscious one Moreover, Mail Peons do not require to handle cash as do the Postmen Elsewhere in this report,

we have also introduced an element of direct recruitment for Postmen to improve efficiency of Postal services. **Accordingly, we do not recommend parity between the two categories.**

Night Halt Allowance

62.16 Mail Overseers and certain other categories like Village Postmen, Runners, etc are traditionally being paid Night Halt Allowance (NHA) at a fixed percentage of the Daily Allowance instead of Travelling Allowance (TA) for night halts outside their headquarters. The Third CPC did not agree to the grant of TA. The issue came up before the Board of Arbitration The Board, as also the Fourth CPC, rejected the demand and recommended continuation of the NHA. Mail Overseers are by duty required to travel between Branch Post Offices within given jurisdictions as a regular measure. **We do not find any justification for any change in the existing arrangement of payment of Night Halt Allowance.**

Packers

62.17 Packers in the Ordnance Depots are in the scale of pay of Rs.950-1500, whereas those in the Foreign Post offices are in the scale of Rs.750-940. The functional profiles of the Packers in all the Foreign Post Offices are the same as those in other Post Offices. They are required to open inward and outward foreign parcels and packets for requirements of Packers in Foreign post offices cannot be equated with those in the Ordnance Depots. **In view of the observations of the Department we do not recommend parity.**

Test and Non-Test categories

62.18 The Group D level of the Department comprises a Test and a Non-Test Category The former requires a certain level of literacy and the ability to read and write, which the latter does not require. The Third and Fourth CPC also observed that this is the only Department where a peculiar feature exists in the classification of Class IV staff, who are in the scale of Rs 750-940, into Test and Non-Test categories. The Department is not in favour of removing the distinction as induction in higher posts is based on literacy and only the Test category is eligible for Time-bound Promotions. Consequent on a decision to ensure minimum literacy (VIII standard) in all Government jobs, **we recommend that the Non-Test category may be declared a dying category and phased out.**

RAILWAY MAIL SERVICE BRANCH

Sorting Assistants

62.19 Concerned mainly with sorting, routing and transmission of mails, this Branch runs round-the-clock shifts. The hierarchy is parallel to the Postal Branch from the Group D level to the Higher Selection Grade-I (Rs.1640-2900) through Sorting Assistants, and therefrom to the Postal Superintendents' Service Group B. The demand for better pay scales and incentives by the Sorting Assistants is also based on the requirement of use of computers regularly in the on-going modernisation and mechanisation of the Department of Posts. We have already recommended elsewhere that the minimum essential qualifications for appointment to [illegible] of Postal and Sorting Assistants should be raised to include knowledge of typing [illegible] computers. **Accordingly, the pay-scale of Sorting Assistants should also be raised to Rs.1320-2040 at entry.** In view of our recommendations on the Assured Career Progression scheme, there will be no change in the scales at the OTBP and BCR levels of Rs.1400-2300 and Rs 1600-2660, respectively

Mail Guards

62.20 Mail Guards are the counter-parts of Postmen in the RMS, and have a traditional parity. **We recommend the same pay-scales for Mail Guards as for the Postmen,** at entry, as well as for the Assured Career Progression. For other posts in the RMS, our recommendations on replacement scales will apply.

MAIL MOTOR SERVICE

Group A posts

62.21 The Mail Motor Service (MMS) is the fleet of vehicles conveying mails between post and mail offices and runs mobile post offices within the limits of a city, except in certain places where plying outside city limits has also been resorted to. There are 18 Group A automobile engineers managing the Mail Motor Service, with 13 of them at the entry level of Managers (MMS) (Rs.2200-4000), 4 Senior Managers (Rs.3000-4500) and one post of Director (Motor Vehicles) (Rs.3700-5000). They have expressed dissatisfaction with career prospects, despite possessing professional qualifications, with only one JAG post of Director (Motor Vehicles) in the Postal Directorate in the scale of pay of Rs 3700-5000. Elsewhere in this report, **we have already recommended that the Mail Motor Service should be disbanded in favour of private intra-city mail conveyance** within a specified time-frame. **Meanwhile our recommendations on the Assured Career Progression scheme for Group A officers will provide relief to the MMS officers.**

Inspectors

62.22 Inspectors of Mail Motor Service have sought parity with Inspectors of Post Offices and Railway Mail Service in terms of pay-scales and career. Like the Inspectors of Post Offices and RMS (IPOs and IRMs), Inspectors of MMS (IMM) also enter in the scale of pay of Rs.1400-2300, through a departmental competitive examination. IMM have argued that the IPOs and IRMs have avenues for promotion to the senior Group A, positions far higher than they (IMM) can reach. The CAT, Madras, in OA No. 1748/92, directed the Department of Posts to conduct a review of the cadre of IMM for providing adequate promotion avenues. Our recommendations on Assured Career Progression squarely meet the demands of IMM. The Department is not in favour of merger of the three grades as the Inspectorial cadres in the operative fields are basically different in terms of duties, nature of work and orientation. The duties of IMM are technical in nature compared to the administrative supervision over operations in the case of IPOs and IRMs. With a view to maintaining relativities between Inspectors of all the fields of activity, and also in view of the existence of time-bound promotions of operatives, whose work is overseen by the Inspectors, taking them to the scale of pay of Rs.1600-2660, **we recommend that Inspectors of MMS may also be placed in the scale of pay of Rs.1640-2900 at entry**

Outstation Allowance

62.23 Mail Motor Service drivers plying MMS vehicles outside city limits in the North-Eastern areas are not granted either the Outstation Allowance (OSA) or TA/DA for carrying mails from a Mail or Post Office to Railway Stations/Airports outside the city limits, as the RMS employees and Staff Car Drivers get. Technically, these drivers move in and out of their Headquarters, on a fixed beat with a fixed schedule of movement, but the nature of their duties is different from those of the RMS employees and staff car drivers. **We do not recommend outstation allowance for the MMS Drivers. The Department may**

contract out the transmission of mail on such outstation routes, to private parties.

POSTAL MACHINE REPAIRS ORGANISATION

Supervisors of Workshops

62.24 **The Postal Machine Repairs Organisation**, engaged in repair, servicing and maintenance of postal machines, has two major Workshops, one in Delhi and the other at Chennai. The posts of Supervisors in the two workshops are in different pay scales - Rs.1400-2300 and Rs.1600-2660 respectively. Both posts supervise the work of Postal Machine Assistants (PMAs) Grade I (Rs.1320-2040) and Grade II (Rs.950-1500) having time-bound promotions, which take the PMAs to scales higher than the Supervisor at the New Delhi Workshop. The Department has also suggested that in view of the Supervisor being a promotion grade in the hierarchy, this is an anomaly and requires to be rectified. **We recommend that the Supervisor at the New Delhi Workshop of the Postal Machines Repair Organisation may be upgraded to Rs.1600-2660.**

MISCELLANEOUS POSTS

Statistical Staff

62.25 The Department of Posts has 1 post of Assistant Director General (Statistics) (Rs.3000-4500), 5 posts of Statistical Assistants (Rs.1400-2300) and 2 posts of Computers (Rs.1200-2040) in the Postal Services Directorate. While demanding adequate promotion avenues, the Statistical Assistants of the Department have suggested that such posts in different departments could be merged into a common service. The post of Assistant Director General is an ex-cadre post manned by the officers taken on deputation from the Indian Statistical Service. The post of Statistical Assistant is filed by promotion of computers and also by direct recruitment of degree-holders in Statistics. Keeping in mind the large gap between the ADG and the Statistical Assistant, the provisions of Assured Career Progression and our general recommendations on the use of computers, we **recommend that the post of Assistant Director General (Statistics) should be encadred in the Indian Statistical Service Group A. The posts of Computers** should be phased out. In accordance with our general proposals on statistical posts made elsewhere in this report, **Statistical Assistants should be placed in the scale of pay of Rs.1640-2900,** with the usual assured career progression for such posts.

Junior Draftsman

62.26 There are two posts of Junior Draftsman in the scale of Rs.1200-2040, which have no promotion avenue. As the Junior Draftsmen have an element of direct recruitment with qualifications of a 2-year Diploma/Certificate, **they should be provided with dynamic assured career progression to the scales of Rs.1400-2300 and Rs.1600-2660.**

Offset Printing Machine Operator

62.27 The Offset Printing Machine operator in the Postal Printing Press is an isolated post in the scale of pay of Rs.1350-2200 and has demanded to be brought at par with his counterparts in the Legislative Department in the scale of Rs.1640-2900. The post is filled 50% by promotion, failing which by transfer on deputation and 50% by transfer, failing which by direct recruitment. Elsewhere in this report

we have recommended rationalisation of the scale of pay of Rs.1350-2200 Accordingly, **the Offset Printing Machine Operator may be placed in the scale of pay of Rs.1400-2300.**

Standardisation of designations

62.28 A demand has been made suggesting the need for standardisation of the job titles of different posts. The Consultants have strongly urged on the need for adopting standard job titles. The Organisational structure described in the present chapter also suggests scope for some standardisation at certain levels. We recommend that the Department may adopt the designations as given in the Annexe 62.1

62.29 For the remaining posts in the Department and other demands of general nature, we have made our recommendations in the relevant chapters

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Department of Telecommunications

General Introduction

62.30 Servicing of the Telecommunications Industry in the country is done by the Department of Telecommunications (DoT) through planning, engineering, installation, maintenance, management and operation of voice and non-voice telecommunication services. In addition, the Department also manages frequencies of radio communication in close co-ordination with international bodies, and enforces wireless regulatory measures by monitoring wireless transmission of all users in the country. Upto 1985, there was a combined Department of Posts & Telegraphs. On bifurcation of that Department, the DoT emerged as an independent dept. to manage the telecommunications sector through the Telecom Board with the Secretary (Telecom) as the Chairman. In 1989, the Department was re-organised as a Commission in replacement of the Telecom Board.

Organisational set-up

62.31 The Telecom Commission is facilitated in its working by the Telecom Directorate and the Wireless Planning and Co-ordination Wing. While the Department itself handles the operations in the field through its 19 Telecommunication Circles, 4 Regional Circles and 4 Project Circles, the Wireless Planning and Co-ordination Wing controls and manages the use of radio frequencies in the country. The Department's support base comprises ancillary units assisting it in matters relating to Telecommunication Engineering, Stores, Training, Technical Development, Data Networks, Railway Electrification, Quality Assurance, Electronic Switching and Factories. In operative terms the Department provides Telephone and Telegraph Services. The Department also supports 5 Public Sector Undertakings and an autonomous body. The Mahanagar Telephones Nigam Ltd (MTNL) handles operations, maintenance and development of telecom services in Delhi and Mumbai. The provision, operation and maintenance of international telecommunications services for the country is in the purview of the Videsh Sanchar Nigam Ltd (VSNL). The first Public Sector Undertaking of the Government of India, the Indian Telephone Industries Ltd., manufactures a wide

range of equipment for electronic switching, transmission, V-Sat and telephone instruments. The Telecommunication Consultants India Ltd. provides technical and management consultancy services and engineering services in the field of telecommunications and the Hindustan Teleprinters Ltd. manufactures Electronic teleprinters and keyboards. Rural Automatic Exchanges, Digital Switching equipment, data modems, power plants for Exchanges, Multiple Access Rural Radio Systems (MARR) and 10-channel digital UHF systems.

Distribution of Establishment

62.32 Besides the Chairman of the Telecom Commission, who is also the Director General of Telecom Operations and Secretary (DoT) in the scale of pay of Rs.8000 (fixed) and 4 full-time Members also in the scale of pay of Rs.8000 (fixed), the Department has a total staff strength of 4,74,570 including 4713 in Group A, 18713 in Group B, 2,65,340 in Group C and 93,331 in Group D, apart from 783 personnel in the Wireless Planning, Monitoring and Co-ordination Wing, 71,000 casual labourers and 20,600 temporary status mazdoors. The Group A has three organised services - the Indian Telecommunication Service, The P&T Accounts and Finance Service and the P&T Building Works Service - all of which have been covered by us elsewhere in this report. The latter two are common to the Department of Posts as well, though the cadre control vests in the DoT. The administrative and operative hierarchy follows a line quite similar to the hierarchy in the Department of Posts

DEMANDS IN MEMORANDA

62.33 A major part of the demands in memoranda relates to the problem of stagnation, particularly at the level of Junior Telecom Officers and the Telecom Engineering Service Group B. Officers of the Telecom Engineering Service Group B want the age bar on refresher Telecom training courses to be removed and a technical allowance introduced for them. Autoexchange Assistants and Technicians seek avenues to the level of Junior Telecom Officers, the former by upgradation to that level, and the latter through a direct promotion avenue to that position, along with eligibility for attending promotion tests for Group B positions. Technicians also desire to have parity with similar personnel in the Doordarshan, Air Services, Railways, etc. in view of their comparable qualifications, while the Technicians of the Wireless Planning and Co-ordination Wing want to be brought at par with other Technicians in the rest of DoT. Telegraphmen in the Telegraph Traffic Branch of the DoT have asked for their entry and promotion scales to be brought at par with Linemen and Postmen. There are also general demands from the employees of the Department for payment of a special pay of Rs.100 per month, as is paid to the employees of MTNL in Delhi and Mumbai, and also to set up a separate wage board for the DoT.

OUR RECOMMENDATIONS

Group 'B' Telecom Engineering Officers

62.34 The Group B Telecom Engineering officers of the DoT are sent for refresher training courses to the Telecom Training Centres for updating their knowledge on the advancing technologies, up to a maximum age of 45 years so as to retain them sufficiently long in service thereafter for effective utilisation of the

acquired knowledge in the field. The DoT has suggested that the age bar should be removed and some Technical Allowance granted to officers on completion of refresher courses. **We agree with the Department that the age bar for refresher courses needs review. The bar may be raised to 50 years.** However, as the job content of the officers of the Telecom Engineering Service Group B is entirely technical in nature, we see no justification for the grant of a technical allowance.

Auto-exchange Assistants

62.35 Auto-exchange Assistants in the scale of pay of Rs.1320-2040 at entry, have two time-bound promotions to the levels of Rs.1400-2300 (OTBP) and Rs.1640-2900 (BCR). A further level of Rs.2000-3200 is available to 10% of the latter. They are within the eligibility zone for promotion through a qualifying test to the level of Junior Telecom Officers, along with Phone Inspectors, Line Inspectors, Wireless Operators and Repeater Station Assistants, also in the same feeder grades. The administrative Department is not in favour of the upgradation in view of the restructuring. We note that the Auto-exchange Assistants are part of the Pre-restructured cadres, who have attractive avenues for switching over to the restructured cadres at the level of Telecom Technical Assistants. These latter posts will continue to remain feeder posts to the level of Junior Telecom Officers. **We, therefore, do not recommend upgradation of the Auto-exchange assistants.**

Technicians

62.36 Technicians in the entry scale of pay of Rs.975-1660 are recruited with a minimum qualification of a diploma in mechanical or telecommunication engineering, whereas similar personnel in the Doordarshan, Railways, etc. are placed in the scale of pay of Rs.1400-2300. The administrative Department have also cited this as an anomaly and favoured its removal. In the scheme of restructuring, Telecom Technical Assistants are a "walk-in" post for Technicians with the same qualifications, and their upgradation has been proposed in the chapter relating to restructuring of the Telecom Services. Because restructuring has been made attractive enough for a switchover, **Technicians may be given only replacement scales recommended elsewhere in this report.** In view of the existence of the provision for a competitive examination for Technicians, along with others, for the level of JTOs, **we do not recommend introduction of an exclusive direct line of promotion between the two.**

Pay scales of Restructured cadres, JTOs and TES Group B.

62.37 In the chapter relating to Restructuring of Telecom Services, we have accepted the view that the restructured cadres need to be made attractive to induce quick switchover. Accordingly, we recommend the pay-scales as given in **Annexe 62.2** for various levels in the restructured cadres. We have also observed, therein, the need for upgrading the Junior Telecom Officers and the TES Group B. The pay-scales for these two levels will, as such, be as in **Annexe 62.3**

Wireless Planning and Co-ordination Wing

62.38 The Wireless Planning and Co-ordination Wing has two levels of Technicians - Technician I in the scale of pay of Rs 1400-2300 and Technician II in Rs.1200-2040 - the latter forming feeder grades for the former. The DoT has an identical cadre of Technicians outside the Wing and has suggested similar pay-scales for both. We observe that Technicians II are not only feeder grades to Technicians I, but have lesser qualifications compared to them. The provisions of the Assured Career Progression scheme will settle the demand for avenues into higher scales. **We recommend that Technicians I and II may be recommended replacement scales recommended in the relevant chapters.**

Telegraphmen

62.39 Telegraphmen are placed in the scale of pay of Rs.800-1150 at entry and are engaged in the work of delivering telegrams. They have stated that, with the introduction of Express Money Transfer, their duties and responsibilities have further increased, requiring them to carry cash upto Rs.1000 for delivery. The Department has suggested that they should be brought at par with Postmen of the Department of Posts, and Linemen. We have recommended elsewhere in this report, a parity between Linemen and Postmen. Telegraphmen also perform similar outdoor duties. **We recommend that Telegraphmen should also be upgraded from the existing scale of pay of Rs.800-1150 to Rs.825-1200 at entry, with two Assured Career Progressions to the scales of Rs.950-1500 and Rs.1200-1800.**

Special Pay

62.40 On the question of a special pay of Rs.100 per month to all the employees of DoT as for those of the Mahanagar Telephone Nigam Ltd., the Department has suggested that the discriminatory treatment between the two sets of employees should be stopped and all employees granted the special pay. We do not agree with the proposal of the Department. MTNL is of the nature of a PSU, and DoT employees are deputed there on loan basis. During their appointment in the MTNL, they are deemed to be on deputation, without a deputation allowance. The payment of a special pay in lieu of that does not reflect any discriminatory treatment, and we do not recommend extension of special pay to the remaining employees of DoT.

Wage Board

62.41 A separate wage board for the DoT has been requested for periodic revision of wages of Telecom workers based on frequent changes in technology and consequent qualitative and quantitative changes in working conditions. **We do not recommend a separate wage board as demanded, as similar technological developments take place, with even greater frequency at times, in other sectors of the Central Government. Moreover, such a measure is likely to escalate into a similar demand for other individual wage boards.**

Pay Scales

62.42 Demands of a general nature made in memoranda as also pay-scales for the different posts have been recommended in the relevant chapters of our report.

PAY SCALE	DESIGNATIONS									
	DIRECTORATE		CIRCLE OFFICES		POSTAL		MAILS		TRAINING	
	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed
8000/-	Secre - tary/DG/ Chairman Postal Board	No Change								
7300 - 8000	Member, Postal Board	do								
7300 - 7600	Senior DDG	Addl. DG								
7300 - 7600	Contro- ller (Mail Planning & Opera- tions)	Chief General Manager (Mails)	Chief Postmas- ter General (CPMG)	Chief General Manager (Posts)					Director	No Change
7300 - 7600	Contro- ller (Foreign Mails)	Chief General Manager (Foreign Mails)								
5900- 6700	Dy. Director General	Joint Director General	Post- Master General (PMG)	General Manager (Posts)					Addl. Director	No change
4500- 5700/- 3700- 5000	Director	Dy. Director General	Director Postal Services (DPS)	Sr. Area Manager/ Area Manager Postal Services					Jt. Director /Prin- cipal	No. change

PAY	D E S I G N A T I O N S									
SCALE	DIRECTORATE		CIRCLE OFFICES		POSTAL		MAILS		TRAINING	
	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed
3000-4500	Asstt. Director General	No change	Asstt. Post-master General	Dy. Director	Sr. Suptdt. of Post Offices (SSPO)	Chief Suptdt. of Post Offices (CSPOs)	Sr. Suptdt. of RMS (SSRM)	Chief Suptdt. of Mails	Dy. Director /Vice Principal	No change
2200 - 4000	-	-	-	-	Sr. Suptdt. of Post Offices	No change	Sr. Suptdt. of RMS (SSRM)	Sr. Suptdt. of Mails	-	-
2000-3500/ 2000-3200	Sectt. Pattern	No. change	Asstt. Suptd./ Sorting/ Asstt. Suptdt.	Asstt. Suptd.II/ Postal Officer	Nil/ Postmaster HSG-I	Asstt. Suptdt. II/ Postal Officer	Nil/ Head Record Officer	Asstt. Suptdt. II /Mail Officer	Admn. Officer	No change
1640-2900	do	do	Asstt. Suptdt./ Office Suptdt.	Inspec-tor/ Office Suptdt.	Asstt. Suptdt. of Post Offices	Inspec-tor	Asstt. Suptdt. of Railway Mails	Inspec-tor	Inspec-tor	
1600-2660	-		Supervi-sor	Postal Super-visor I	HSG Super-visor	Postal Super-visor I	Sub-Record Officer/ Head Sorting Asstt.	Mail-Super-visor I	Super-visor I	
1400 - 2300	-	-	LSG Super-visor/ LSG Postal Asstt.	Postal Super-visor II	LSG Super-visor/ LSG Postal Asstt.	Postal Super-visor II	Sub Record Officer/ LSG Sorting Asstt.	Mail Super-visor II	-	Super-visor II
1200 - 2040	Sectt. Pattern	No. Change	-	Postal Asstt.	-	Postal Asstt.	-	Mail Asstt.	-	-
1200 - 1800	-	-	-	-	-	Postman I	-	Mail Guard I	-	-

PAY	D E S I G N A T I O N S									
SCALE	DIRECTORATE		CIRCLE OFFICES		POSTAL		MAILS		TRAINING	
	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed	Existing	Proposed
975-1600	-	-	Postal Asstt.	-	Postal Asstt./ BCR Postman		Sorting Asstt./ BCR Mail Guard		-	
950-1400	Sectt. Pattern	No change	-	-	Head/ Sorting/ Overseer Postman	Postman II	Head Mail Guard	Mail Guard II	-	
825-1200		-	-	-	Postman	Postman III	Mail Guard	Mail Guard III		
800-1150	Sectt. pattern	No change	Daftry	Attender I	Packer	Attender I	Mailman	Attender I	Daftry	Attender I
775-1025	do	do	Peon	Attender II	Packer	Attender II	Mailman	Attender II	Peon	Attender II
750-940	do	do	Peon	Attender III	Packer	Attender III	Mailman/ Packer	Attender III	Peon	Attender III

Annese 62.2
(See para 62.37)

PROPOSED RESTRUCTURING OF OPERATIVE CADRES IN DOT

GRADE	RESTRUCTURED CADRES*		
	Telecom (Rs.)	TTAs(Rs.)	Sr.TOAs(Rs.)
Entry	975-1540	1400-2300	1320-2040
OTBP(1st ACP 8 years)	1320-2040	1600-2660	1600-2660
BCR (2nd ACP)	1400-2300	1640-2900	1640-2900
10% of BCR	1600-2660	2000-3500	2000-3500

Notes: *The revisions as suggested above will apply only to the restructured cadres, and not PRCs.

Annexe 62.3
(See para 62.37)

PAY SCALES FOR THE JTOs AND TES GROUP B IN DOT

EXISTING				PROPOSED			
Nomenclature	Pay Scales	Method of Rectt.	Min. Educational Qualification	Nomenclature	Pay Scales	Method of Rectt.	Min. Educational Qualification
1. Junior Telecom Officers (23,355)	1640-2900	50% DR 15% LDCE, 35% Transfer/Promotion	B.E./ B.Sc. (Hons)	Junior Telecom Officers-III	2000-3500	As in Col.3	B.E.
2. TES Group B (16,829)	2000-3500	100% Promotion*		TES Group B/ JTO-II	2500-4000	100% Promotion/ 1st ACP	-
3. ITS Group A (626)	2200-4000	50% DR 50% Promotion*	Combined Engg Services Exam. of UPSC	ITS Group A (626)/ JTO-I	2200-4000	As in Col. 3/ 2nd ACP	As in Col.4

JTOs and TES Group B also have lateral movement to these scales at the end of 12 years' Service.

Notes: JTO : Jr. Telecom Officer
TES : Telecom Engineering Service
ITS : Indian Telecom Service
DR : Direct Recruitment

63

Ministry of Defence

INTRODUCTION

General

63.1 The Ministry of Defence is organized into the three following Departments:

1) Department of Defence
2) Department of Defence Production and Supplies, and
3) Department of Defence Research and Development

63.2 The Department of Defence headed by the Defence Secretary deals with the three Services and the Inter-Services organizations. It is also responsible for the Defence Budget, establishment matters, defence policy, matters relating to Parliament, defence co-operation, and co-ordination of the activities of the Ministry.

63.3 The Department of Defence Production & Supplies is headed by the Secretary (Defence Production & Supplies). It deals with matters pertaining to defence production, indigenisation of imported stores, equipment and spares, planning and control of departmental production units of the Ordnance Factory Board, and Defence Public Sector Undertakings (DPSUs)

63.4 The Department of Defence Research and Development is headed by the Secretary (Research & Development), who is also the Scientific Adviser to the Raksha Mantri. Its function is to advise on scientific aspects of military equipment and logistics and the formulation of research, design and development plans for equipment used by the Services.

63.5 A large number of civilian personnel are employed in the three Service Headquarters and a number of inter-service organizations and work along with service personnel. The total number of civilians working in the different organizations is about 6.72 lakh, including 1.21 lakh industrial workers under DGOF

ARMY EDUCATION CORPS

Proposal

163.6 There are Instructors in Chinese, Bhutanese and Tibetan languages in the Army Education Corps (AEC) Training College and Centre, Pachmarhi, in the pay scale of Rs. 2200-4000. The Tibetan Language Instructors have demanded that their pay scales should be on UGC pattern.

Our recommendations

63.7 We have considered their demand in the overall context of the duties and responsibilities of Foreign Language instructors vis-a-vis that of the regular teaching faculty. Foreign languages Instructors in the AEC are presently in the pay scale granted to all lecturers teaching foreign languages in training institutes/universities. As regards grant of UGC scales, no upgradation of qualifications to gain promotions is required for these personnel. Moreover, grant of UGC scales to these foreign language instructors will disturb the existing relativities with other Foreign language instructors such as those in the School of Foreign Languages. Therefore we do not recommend UGC scales for these foreign language instructors. **We feel that the pay scale of Rs. 2200-4000 is commensurate with the qualification and duties of these posts.** The ACP scheme proposed for Group 'A' officers would also apply to these instructors

ARMY ORDNANCE CORPS - AOC

General

63.8 Army Ordnance Corps is a large material management organisation established with the responsibility of inspection, transportation, receipt, preservation, repair, packing, accounting and issue of stores including machines, armament, equipments, ammunition to the Army.

Store keeping Staff

63.9 The demands of storekeeping staff in AOC relate to improving the promotion avenues of the Ordnance Officer Civil (OOC)(Stores) and parity in the pay scales of storekeeping staff with those in the Railways.

Our recommendations

63.10 We have considered all relevant factors and taking into account the structure recommended for storekeeping staff as a common category and the recommendations by the Cadre Review Committee appointed in 1988, **we recommend the following grade structure for the Stores Cadre :**

Existing Grades	No.	Proposed Grades	No.	Remarks
---	--	Principal Civilian Staff Officer (Stores) (Rs 4500-5700) 100% Promotion	3	New grade to be introduced to improve promotion prospects

---	--	Senior Civilian Staff Officer (Stores) (Rs.3700-5000) 100% Promotion	7	- do -
Civilian Staff Officer (Rs.3000 -4500) 100% Promotion	32	CSO (Stores) (Rs.3000-4500) 100% Promotion	20	10 posts upgraded 2 posts surrendered
---	--	Senior Ordnance Officer Civil (Stores) (Rs.2500-4000) 100% Promotion	60	New grade to be introduced.
Ordnance Officer Civil(Stores) (Rs.2000-3500) 25% DR 75% Promotion	132	OOC (Stores) (Rs.2000-3500) 25% DR 75% Promotion	60	60 posts upgraded 12 posts surre ndered.
Senior Store Supdt.(SG) (Rs.2000-3200) -100% Promotion				This grade will be abolished incumbents will get replacement scale as personal to them and will retain the design-ation of Senior Stores Supdt.
Senior Store Supdt. (Rs.1600-2660) 100% Promotion		Senior Stores Supdt (Rs.1640-2900) 100% Promotion		Pay Scale upgraded since feeder grade upgraded
Store Supdt. (Rs.1400-2300) 100% Promotion		Stores Supdt. (Rs.1600-2660) 75% promotion 25% DR DR Qual.: Diploma in Engg./Graduate.		Pay scale has been upgraded. on account of DR qualification to introduce fresh talent 25% direct recruitment to be started.
Senior Store Keeper (Rs.1200-2040)		Senior Storekeeper (Rs 1320-2040)		Rationalised pay scale
Storekeeper (Rs.950-1500) 90% transfer/DR 10% Promotion		Storekeeper (Rs.950-1500)		No change

63.11 We are inclined to agree with the cadre review committee's proposal for resuming direct recruitment at the level of OOC (Stores) and recommend accordingly. With this restructuring, we recommend surrender of 14 posts in the cadre against 20 posts suggested by the Cadre Review Committee.

Administrative Cadre

63.12 We also recommend separation of the Stores and Administrative cadres considering the difference in their pattern of recruitment. Number of posts at various levels of store officers have been indicated above. **In respect of the administrative cadre, we recommend the following structure**

Existing Grade	No.	Proposed Grade	Nos.	Remarks
Civilian Staff Officer(CSO) (Rs.3000-4500) 100% promotion	9	C.S.O (Rs.3000-4500) 100% promotion	9	No change
--		Sr. Ordnance Officer Civil (Rs.2500-4000) 100% promotion	24	New grade to be introduced by upgrading 24 posts of OOC
Ordnance Officer Civil (Rs.2000-3500)	49	Ordnance Officer Civil (Rs.2000-3500)	25	No change

Pharmacists in AOC

63.13 In AOC, pharmacists are appointed in the scale of Rs 1200 - 2040. They have demanded pay parity with the Pharmacists in the DRDO, DGOF and EME who are in the pay scale of Rs. 1350 - 2200.

Our recommendations

63.14 In line with the recommendations on Pharmacists as a common category, **we recommend that the qualified ones among the existing pharmacists in the AOC should be designated as Pharmacist - III in the pay scale of Rs. 1400 - 2300, with promotion channels open to them upto Chief Pharmacist.** The less qualified Pharmacists in AOC will get the replacement scale of Rs. 1320 -2040 and the following higher scales would be available to them under the provision of the dynamic ACP :

Rs.1600-2660	-	ACP scale
Rs.1400-2300	-	ACP scale
Rs.1320-2040	-	as existing entry scale

AFV Drivers in AOC

63.15 We have considered the demand for upgradation of the pay scale of AFV Drivers and their redesignation.

Views of the Ministry

63.16 In this respect the Ministry of Defence have informed that AFV Drivers of AOC drive AFVs and Main Battle Tanks. Even though their duty is strenuous, they are placed in the scale of Rs. 1200 - 1800 with no channels of promotion. The ministry has suggested upgradation of their scale to Rs 1320 - 2040 and placing 20% of posts in the scale of Rs. 1400 - 2300 as a promotion grade. Regarding change of their designation we have been informed that after lengthy deliberations in the JCM, the proposal has been dropped

Our recommendations

63.17 Considering all the relevant data and keeping in view the general pattern proposed by us for the Civilian Motor Drivers we recommend the following structure for the AFV Drivers in the AOC:

Existing grades	Nos.	Proposed grades	Nos.	Remarks
	--	AFV Driver-cum-Supervisor (Rs.1600-2660)	2	Pay scale upgraded and no of posts increased
Driver AFV-cum (Rs 1320-1400) 100% promotion	1	AFV Driver-Gd.I (Rs.1400-2300)	14	Higher pay scale to 14 of the existing AFV Drivers
Driver AFV Gd.I (Rs.1200-1800)	50	AFV Driver Gd.II (Rs.1320 2040) 100% promotion from Driver III after qualifying trade test	35	Pay upgraded under rationalisation 15posts Upgraded

CIVILIAN SCHOOL MASTERS IN ASSAM REGIMENTAL CENTRE

General

63.18 Civilian School Masters (CSMs) were enrolled in the Assam Regimental Centre of Army in 1966 to impart education to Other Ranks. Subsequently they were deployed to take classes of Boys Sports Company where CBSE syllabus from Class VII to IX is followed.

Existing position

63.19 Civilian School Masters in the Assam Regimental Centre are recruited as CSM (Graduate) in the pay scale of Rs.1200-2040 and CSM (Under Graduate) in the pay scale of Rs.950-1500. Both CSM (Graduate) and CSM (Under Graduate) do not have promotion avenues.

Demand

63.20 These CSMs have demanded that they should be granted pay scales at par with teachers in other Central Government Schools.

Our recommendations

63.21 While in other Central Government schools, teachers are required to have formal diploma or degree certificate in teaching/education, no such requirement exists in the case of CSMs (Matric) and CSMs (Graduate). As such we are unable to agree to the demand for parity with other Central Govt. School teachers However, the following higher pay scales may be provided to them under the provisions of ACP :

CSM-I (Graduate)	Rs.1600-2660	CSM-I (Non-Graduate)	Rs.1400-2300

CSM-II (Graduate)	**Rs.1400-2300**	**CSM-II (Non-Graduate)**	**Rs.1200-2040**
CSM-III (Graduate)	**Rs.1200-2040**	**CSM-III (Non-Graduate)**	**Rs.950-1500**

CENSORSHIP ORGANISATION

General

63.22 Censorship Organisation is a part of the counter-intelligence division of the Directorate General of Military Intelligence under the Army Headquarters. The Organisation is mainly involved in screening and scanning of information flowing in and out. Examiners constitute the main posts, while there are a few posts of Packers to preform the supporting functions

Suggestions made

63.23 The suggestions made before us are mainly for improving the pay scales and promotion prospects of the posts in the Examiner cadre.

Our recommendations

63.24 The main reason for the inadequate promotion avenues in the cadre of Examiners is the lopsided distribution of posts at the levels of Examiner and Assistant Examiner, which necessitates direct recruitment at the level of Examiner under the failing which clause although it is a promotion post. Keeping in view the nature of work, recruitment qualifications and the need for a pyramidal cadre structure, **we recommend the following re-structuring for the cadre of Examiners:**

Existing Structure		Proposed Structure		
Grade	**Nos**	**Grade**	**Nos.**	**Remarks**
Supervisor Examiner (Rs.2000-3500) By Promotion	9	**Examiner I (Rs.2000-3500) By Promotion**	9	
		Examiner II (Rs.1640-2900) By promotion	20	**New grade to be created by upgrading 20 posts of Examiners**
Examiner (Rs.1600-2600) By Promotion, failing which by DR	70	**Examiner-III (Rs.1600-2660) By Direct Recruitment**	62	**By upgrading 12 posts of Assist -ant Examiners and merging them with the existing posts of Examiner since direct recruitment qualifications are similar. This would**

		also obviate the need for DR at the level of Examiner.
Assistant Examiner (Rs 1400-2300) By Direct Recruitment	12	

63.25 Packers are, at present, held on a common roster and are eligible for 15% vacancies of LDCs of AFHQ Clerical Service. We recommend no change **in this position. However, we recommend that Packers in the Censorship Organisation may form part of the general Group 'D' staff to be renamed as "Auxiliary Staff"**

COLLEGE OF MILITARY ENGINEERING (CME)

Research Assistant

63.26 The post of Junior Research Assistant (JRA) in CME is filled by transfer failing which by DR and the post of Senior Research Assistant (SRA) is filled 50% by promotion and 50% by transfer failing which by DR. The DR qualifications for the post of JRA are B.Sc. + 2 years' desirable experience or Matriculation + Diploma + 2 years desirable experience and for the post of SRA, they are M.Sc. or B.E. The incumbents of these posts have submitted that promotion prospects in the cadre are scanty and have demanded creation of higher grades to ameliorate this situation. We find that the transfer clauses in the RRs do not stipulate any essential qualification. Since recruitment in both these grades is primarily by transfer, any upgradation in their pay scales on the basis of educational qualification would necessarily mean that the transfer clause stipulates the same essential qualification as the direct recruitment clause. **We, therefore, recommend that recruitment rules for SRA and JRA should be suitably amended to include the same qualifications in the case of transfer as for DR. We also recommend restructuring of the cadre in the following manner:**

Existing Grades	No.	Proposed Grades	Nos.	Remarks
-	-	Sr.Research Asstt. I (Rs.2000-3500)	2	Two posts of SRA may be upgraded to this new grade created to provide better career progression.
Sr.Research Assistant (Rs.1640-2900)	5	Sr.Research Asstt. II (Rs.1640-2900)	3	
Jr.Research Assistant (Rs.1200-2040)	7	Jr.Research Assistant (Rs.1600-2660)	7	Pay scale upgraded in view of entry qualification.

Laboratory Demonstrators

63.27 Some discrepancies have also been brought before us regarding the grade structure and pay scales of Laboratory Demonstrators (other than telecom) in CME. The E-in-C Branch of Army Hqrs. have proposed upgradation of the pay scales of these Laboratory Demonstrators. We have examined the matter. With a view to rationalising the grade structure of Laboratory Demonstrators (other than telecom) and its feeder categories and in line with our recommendations on Laboratory Staff, we recommend the following restructuring of the cadre:

EXISTING GRADES	PROPOSED GRADES	REMARKS
Laboratory Demonstrator (other than telecom) (Rs.1200-2040)	Lab Asstt.I/ Demonstrator (other than telecom)(Rs.1400-2300)	Scale upgraded to provide pay progression
Charge Electrician (Electrical School (Rs.1320-2040)	Charge Electrician-(Elecrical School Lab.Asstt.II, (Electrical School/ Science School/ Material School) (Rs.1320-2040)	The 3 grades of Lab. Asstts. are as per standard pattern. The existing posts of Lab.Asstts may be divided between the levels of Lab.Asstts II & III in the ratio of 50 : 50
Lab. Asstt. (Elect.School) (Rs.975-1540)/ Lab. Asstt. (Science School) (Rs.975-1540)/ Lab. Asstt. (Material School) (Rs.975-1540)	Lab.Asstt.III (Elect.School/ Science School/ Material School) (Rs.975-1540)	
Electrician/ Armature Winder/ Vehicle Electrician SK/Switch Board Attendant/ Lineman/Wireman (Rs.950-1500)	Electrical/ Armature Winder/Vehicle Electrician-SK/ Switch Board Attendant/Lineman/ Wireman (Rs.950-1500)	These categories will be feeder grades for charge Electrician

CORPS OF ELECTRICAL AND MECHANICAL ENGINEERS

Introduction

63.28 The Corps of Electrical and Mechanical Engineers(EME) in the Ministry of Defence, provides engineering support for the equipment in the Army such as Armoured Fighting Vehicles, Guns, Electronics and Tele-Communication equipment, various types of vehicles, small arms, plant and machinery etc. Maintenance and heavy repairs including overhaul of this equipment are undertaken apart from manufacturing of spares and fabrication of specialist vehicles and trailers. There are roughly 22,000 civilian employees in the EME comprising members of a Group 'A' Engineering cadre, technical supervisors, drawing staff, industrial employees etc.

Chief Engineer in EME

63.29 There is one post of Chief Engineer (Rs.5100-5700) in the Corps of EME. It has been suggested that the pay scale of Rs. 5900 - 6700 should be granted to the Chief Engineer. We have considered the issue. Since a Chief Engineer in the Corps of EME is equated with a Brigadier, we recommend that the scale be revised to Rs. 5100 -6150 to bring it closer to the Brigadier's scale.

Civilian School Masters

63.30 Civilian School Masters (CSM) in the Corps of EME are required to teach recruits and soldiers. They consist of trained graduate and under graduate teachers in the pay scale of Rs. 1200-2040 and Rs. 950-1500 respectively. It has been demanded that CSMs should be given pay scales according to their qualifications as recommended by the Chattopadhyay Committee.

63.31 We find that the pay scales of CSM (Graduate) and CSM (non-graduate) do not fit into the standard pay scales of the teaching staff and their recruitment qualifications are also not comparable. **We recommend the following structure for CSM (Graduate) and CSM (Non-graduate) with the provision of ACP :**

i) Rs. 1600-2660 }
Rs. 1400-2300 } ACP Scales
Rs. 1200-2040 CSM Graduate

ii) Rs. 1400-2300 } ACP Scales
Rs. 1200-2040 }
Rs. 950-1500 CSM (Non graduates)

Storekeeping staff

63.32 The storekeeping staff in Corps of Electrical and Mechanical Engineering (EME) are deployed in various Army base workshops/EME centres/Schools /Colleges/Field workshops and Station Workshops. In order to bring uniformity/rationalisation in grade/pay structure of storekeeping staff in various store-holding establishments, grant of equal pay scales for similar appointments has been suggested.

Our Recommendation

63.33 We have considered the demand and in line with recommendations made for storekeepers as a common category, **we recommend the following revised structure:**

EXISTING GRADES	PROPOSED GRADES	REMARKS
Workshop Officer (Rs.2000-3500)	Workshop Officer (Rs.2000-3500)	Pattern of recruitment as of now.
Sr.Store Supdt (SG) (Rs 2000-3200) 100% promotion	--	This grade will be abolished. However the existing incumbents will get the replacement scale of Rs. 2000-3500 due to rationalisation of pay scales.
Sr Store Supdt (Rs.1600-2660) 100% promotion	Sr.Store Supdt (Rs.1640-2900) 100% promotion	Pay scales upgraded since feeder grades pay scale has also been upgraded.
Store Supdt. (Rs.1400-2300) 100% promotion	Store Supdt. (Rs.1600-2660) 80% promotion, 20% DR (to be introduced) DR qualification: Diploma in Engg/ Bsc. + Diplomain Material Management.	To induct fresh talent 20% direct recruitment be introduced. Pay scale upgraded as per general pattern.
Sr Storekeeper (Rs.1200-2040) 100% promotion	Sr. Storekeeper (Rs.1320-2040) 100% promotion	Rationalised scale
Storekeeper (Rs.950-1500) 100% by transfer, failing which by DR. DR qualification: Matriculate or Equivalent.	Storekeeper (Rs.950-1500) Recruitment qualification to be revised as 10+2.	No change in pay scale Qualification/upgraded

Lab Assistants and Lab Demonstrators

63.34 It has been suggested that pay scales of Lab Assistants and Lab Demonstrators in EME who are in the scales of 1200-2040 and 1400-2300 respectively should be upgraded in view of their recruitment qualifications. We have considered the issue and find that though the Direct recruitment qualification for Lab Assistants is B. Sc., direct recruitment is to be done failing which by transfer for which no educational qualifications are prescribed. A similar position exists in respect of Lab Demonstrators. In view of this we are unable to recommend any upgradation in their scales. However, **we recommend the following structure for them:**

ACP scale	1600-2660
Lab Demonstrator	1400-2300
Lab Assistant	1320-2040.

EMBARKATION HQ. (ARMY)

Demands

63.35 Supervisors' and 'Tally clerks' employed in Embarkation Headquarters are engaged in work relating to import and export of defence stores and are in the pay scales of Rs.1200-2040 and 950-1500 respectively. They have demanded parity with Shipping Inspectors of Railways who are engaged in similar work.

Our recommendations

63.36 We have been informed that 'Supervisors' have no avenue of promotion. On perusal of the duties and responsibilities, recruitment pattern and requisite qualification, we find that, in the Railways, Shipping Inspectors are selected from among Depot Store Keepers, who are in the scale of Rs. 1400-2300 and 33 1/3% of these posts are filled through direct recruitment of diploma holders. On the other hand, in the Embarkation Hqrs, Supervisor is a promotion grade and there is provision for direct recruitment of matriculates with 3 years' experience in the field at the level of Tally Clerks. Keeping these in view, we do not recommend any change in their existing pay scales. However, under provisions of ACP, Tally clerks will get the scale of Rs. 1200-2040 as first ACP scale and another higher scale of Rs. 1400-2300 as second ACP scale. We also suggest that if the Ministry of Defence considers that enhancement of recruitment qualifications is required on functional grounds, the case for upgradation of pay scale may be considered subsequent to such enhancement.

ENGINEER GROUPS AND CENTRES

General

63.37 Bengal Engineering Group and Centre, Roorkee, Madras Engineering Group and Centre, Bangalore and Bombay Engineering Group and Centre, Pune are the basic constituents of the Corps of Engineers. These are mainly Army units but civilian personnel also work in them.

Civilian Instructors in Engg Groups

63.38 The cadre of Civilian Instructors in these Engineer Groups and Centres is structured in the following manner:

GRADE	NO.OF POSTS	MODE OF RECRUITMENT
Civilian Instructor Foreman (SG) (Rs.1400-2300)	1	By promotion
Civilian Instructor Foreman (Rs.1200-2040)	50	50% by promotion, 50% by transfer failing which by direct recruitment. DR qualification -Matric + ITI
Civilian Trade Instructor (Rs.950-1500)	92	By transfer, failing which by DR DR qualification -Middle Standard and proficiency in trade.

63.39 Pursuant to orders of the Bangalore and Bombay benches of the CAT, some of the Civilian Instructor Foremen have been placed in the scale of Rs.1350-2200 on the basis of their individual qualifications.

Demand

63.40 It has been demanded that civilian Instructor Foreman (CIF) should be granted higher pay scales based on their individual qualifications and a higher supervisory grade for them may also be provided.

Our recommendations

63.41 In our opinion, the present scale of Rs.1200-2040 for CIF is commensurate with the requisite qualification prescribed for the grade. The suggestion that pay scale should be based on qualification possessed by the incumbent, irrespective of the prescribed qualification for the grade, is not acceptable. We therefore do not recommend any upgradation of the pay scale of CIF. **However, we recommend the following restructuring for Civilian Instructors:**

Existing		Proposed		Remarks
Grade	**No. of Posts**	**Grade**	**No.of Posts**	
---	---	**Civilian Instructor Foreman-I (Rs.1600-2660)**	**1**	**By upgradation of existing one post of CIF (SG)**
Civilian Instructor Foreman (SG) (Rs.1400-2300)	**1**	**Civilian Instructor Foreman-II (Rs.1400-2300)**	**2**	**By upgradation of existing two posts of CIF**
Civilian Instructor Foreman (Rs.1200-2040)	**50**	**Civilian Instructor Foreman-III (Rs.1200-2040)**	**48**	
Civilian Trade Instructor (Rs.950-1500)	**92**	**Civilian Trade Instructor (Rs.950-1500)**	**92**	

63.42 As regards the Civilian Instructor Foremen who have been granted the scale of Rs.1350-2200 in pursuance of CAT orders, **we recommend that they may continue in this scale as personal to them.**

Storekeepers in Engineers Groups

63.43 Storekeeping staff in Engineer Groups and Centres are placed in two grades, viz., Civilian Storekeeper-I (Rs 1200-2040) and Civilian Storekeeper-II (Rs.950-1500)

Demands

63.44 It has been suggested that for improving the promotion avenues of Civilian Storekeepers, a higher grade may be introduced in their cadre

Our recommendations

63.45 **In line with the general pattern formulated by us for storekeepers as a common category, we recommend that the existing Civilian Storekeeper II and Civilian Storekeeper-I may be redesignated as Storekeeper-III and Storekeeper-II respectively and a higher grade of Storekeeper-I in the scale of Rs.1600-2660 may be provided to them under the provisions of the ACP Scheme.**

MILITARY FARMS

General

69.46 Military farms are the oldest organisation in the country in the field of cattle husbandry and dairying. They supply hygienic and pasteurized milk to the troops at 49 stations in the country.

Proposals

63.47 It has been suggested that the pay scales of Farm Manager and Supervisor (Farm) in Military Farms should be upgraded on account of their higher administrative and financial responsibilities and recruitment qualifications. We have also received suggestions regarding improvement in the pay scales and promotion avenues of Agricultural Engineers in Military Farms.

Our recommendations

63.48 Having regard to the existing grades, their recruitment qualifications, duties and responsibilities and the proposals put forth before us **we recommend the following grade structure for Farm supervisory staff:**

EXISTING GRADE STRUCTURE	PROPOSED GRADE STRUCTURE	REMARKS
Farm Officer (Rs.2000-3500) 75% promotion/ 25% DR	**Farm Officer (Rs.2000-3500) 100% Promotion**	**Mode of recruitment changed to provide avenues of promotion.**
Farm Manager (Rs.1400-2600)/ 100% Promotion	**Farm Manager (Rs.1640-2900) 100% Promotion**	**Upgraded as feeder grade scale raised**
Supervisor (Farms) (Rs.1200-2040) 75% Promotion 25%- DR.	**Supervisors(F) (Rs.1600-2660) 50% Promotion 50%- DR.**	**Pay scale upgraded keeping in view educational qualification**
Asstt. Supvr.(F) (Rs.975-1540) 100% promotion	**Asstt.Supvr. (F) (Rs.1320-2040) 100% promotion**	**Pay scale upgraded to give better progression**
Sub.Asstt. Supervisor (Farms) (Rs.950-1400)	**Sub. Asstt. Supervisor (F) (Rs.950-1500) 100% DR.**	**Rationalisation of pay scale.**

100% DR

63.49 Agricultural Engineers in Military Farms are recruited in the grade of Asstt. Agricultural Engineer (Rs.2200-4000). The post of Agricultural Engineer in the pay scale of Rs.3000-4500 is the only promotional grade available to them **We recommend that higher grades may be provided to Agricultural Engineers under the provisions of the ACP scheme proposed for Group A employees.**

Phasing out of the farms

63.50 In our opinion, **at present when cattle and dairying products are freely available in the open market, maintaining a separate organisation like Military Farms in the Government does not seem justified. We recommend that these farms may be phased out gradually within a definite time frame.**

MILITARY SCHOOLS

General

63.51 There are five Military Schools at Chail, Ajmer, Belgaum, Bangalore and Dholpur, which educate the children of serving and retired personnel below officer rank, in CBSE syllabus, to facilitate their entry into the Armed Forces.

Teaching Staff

63.52 Teaching Staff in Military Schools are distributed in the posts of Master Gazetted and Assistant Master. Masters Gazetted are in the pay scale of Rs.2000-3200 and 20% of them are placed in the selection grade of Rs.2200-4000 after 24 years of service as per the recommendations of the Chattopadhyay Committee. Assistant Masters are in the pay scale of Rs.1400-2600. As per the recommendations of Chattopadhyay Committee they are being placed in the senior scale of Rs.1640-2900 and selection scale of Rs.2000-3500 on completion of 12 years and 24 years of service respectively.

Suggestions

63.53 We have received suggestions regarding improvement in their pay scales and promotion avenues.

Our recommendations

63.54 Considering the nature of their job and recruitment qualifications, we recommend the following grade structure for them:

EXISTING GRADES	PROPOSED GRADES	REMARKS
Master Gazetted (SG) (Rs.2200-4000)	**Master-I (Rs.2200-4000)**	**2nd ACP scale for directly recruited Master Gd. III. Word "Gazetted" dropped.**
	Master II (Rs.2500-4000)	**New grade introduced to provide better pay progression; also Ist ACP scale for directly recruited Master Gd. III.**

Master Gazetted (Rs.2000-3200)	**Master III (Rs.2000-3500)**	**Rationalisation of scale. Second ACP scale for Master-V.**
	Master - IV (Rs.1640-2900)	**Introduced for gradual progression First ACP scale for Master - V.**
Asstt. Master (Rs.1400-2600)	**Master - V (Rs.1600-2660)**	**Rationalisation of scale.**

Accountants in Military Schools

63.55 Accountants in Military Schools are in the scale of Rs. 1200-2040. These employees have demanded upgradation and pay parity with Accountants in other educational institutions under MOD. Since the post of Accountant is a promotion post for LDCs. who are in the scale of Rs. 950-1500, **we are unable to accede to this demand. However under the provisions of the ACP scheme the higher scale of Rs. 1600-2660 will be available to them. We recommend that the designation of these Accountants may be changed to "School Accountants" so as to avoid confusion with Accountants in organised Accounts Services.**

Laboratory Assistants in Military Schools

63.56 Demands have also been made for upgradation of the pay scale of the Laboratory Assistants (Rs.975-1540) of Military Schools. **Our recommendations made on Laboratory Assistants as a Common Category will also apply to these personnel. However, the present incumbents may get replacement scales as personal to them.**

SCHOOL OF ARTILLERY

Demands

63.57 **In the school of Artillery there are two posts of model makers in the scale of Rs. 950-1500 to prepare models for various training courses of service officers.** They have demanded that they may be provided promotion avenues at par with draughtsmen.

Our recommendations

63.58 Model Makers in the School of Artillery cannot be compared with draughtsmen. In fact, they are more akin to industrial workers. Accordingly, we recommend introduction of two higher grades on industrial pattern, as a measure to create promotion avenues for Model Makers. **These higher grades would be available to them under the provisions of ACP scheme in the following manner:-**

Model Maker - I	**(Rs.1400-2300)**
Model Maker - II	**(Rs.1320-2040)**
Model Maker - III	**(Rs. 950-1500)**

DIRECTORATE OF SIGNAL INTELLIGENCE

General

63.59 The main task of the Cryptanalysis Wing (C-wing) of the Directorate of Signal Intelligence of Army Head-Quarters is to decipher the coded intercepts. The wing has a mix of civilians and service personnel. The civilian strength is around 124 and the highest post tenable by civilians is that of Deputy Director (Signal Intelligence) in the pay scale of Rs. 4100-5300.

Suggestions made

63.60 It has been suggested that the personnel of the C-wing should be recognised as a scientific cadre and flexible complementing be extended to them. Specific suggestions regarding upgradation of the pay scales of the Deputy Director (Signal Intelligence), Junior Research Officer and Senior Technical Assistant have also been made.

Our recommendations

63.61 We have recommended elsewhere that the flexible complementing scheme should be confined to Group 'A' R & D professionals and the remaining personnel may be covered by the "Assured Career Progression" (ACP) scheme. The crypt-analysis wing being primarily an interpretation and analysis establishment, the personnel in the C-wing will be covered by the ACP scheme. Considering the entry qualifications of the Senior Technical Assistants and the nature of their duties, **we recommend that their pay scale may be upgraded from Rs.1640-2900 to Rs.2000-3500, and resultantly, the pay scale of the next higher grade i.e., the Junior Research Officer may be upgraded from Rs.2000-3500 to Rs.2500-4000.** Under the general rationalisation of pay scales recommended by us, the pay scales of Rs. 4100 - 5300 and Rs.4500-5700 have been granted a common replacement scale which would benefit the Deputy Director (SI) also.

CIVILIAN POSTS IN AIR FORCE

Introduction

63.62 Established in 1932, the Indian Air Force, has grown both in terms of its assets and strike power. The Air Force employs combatants as well as civilians for carrying out its tasks. The combatant posts have been dealt with in another chapter. The civilian posts are discussed in the succeeding paragraphs.

Storekeeping Staff

63.63 Storekeepers in Air Force are responsible for provisioning and inventory control of stores of high value items and sophisticated equipment. They have demanded a three-grade structure or the pattern available to storekeepers in Railways. It has also been proposed that the grade of Assistant Storekeeper may be abolished.

Our recommendations

63.64 We have considered the proposal in detail. In line with our recommendations regarding the common category of Storekeepers, **we recommend the following grade structure for storekeeping personnel in Air Force :**

EXISTING GRADES	NOS.	PROPOSED GRADE	NOS.	REMARKS
Senior Civilian Staff Officer (Equipment)(SCSO(E)	1	SCSO (E) (Rs.3700-5000) 100% Promotion	1	Pay Scale has been upgraded to

(Rs.3000-5000) 100 % Promotion				provide pay progression.
Civilian Staff Officer (Equipment) (CSO(E) (Rs.3000-4500) 100% Promotion	13	CSO(E) (Rs.3000-4500) 100% Promotion	13	No change
		Senior Civilian Officer (Equipment) (Rs.2500-4000) 100% promotion	33	A new grade to be introduced to provide better pay progression in the cadre. (33 posts upgraded)
Civilian Gazetted Gazetted (Equipment) (Rs.2000-3500) 100% promotion	66	Civilian Officer (Equipment) (Rs.2000-3500) 80% promotion 20% Direct Rectt. Qualification for DR : Degree in Engineering or gazetted P.G. Diploma in Material Management	33	Direct recruitment to be introduced to infuse fresh talent. Since gazetted classification is being done away with the designation has been modified.
Sr. Store Superintendent (SG) (Rs.2000-3200) 100% promotion	53	This grade should be abolished.		Existing incumbents will get replacement scale of Rs.2000-3500, as a result of pay rational-isation.
Sr. Store Superintendent (S.S.S.) (Rs.1600-2660)	159	S.S.S. (Rs.1640-2900) 100% promotion	219	No. of posts increased due to abolition of selection grade. Pay scales upgraded since the pay scale of feeder grade has been upgraded.
Store Superintendent (Rs.1400-2300) 100% promotion	706	Store Superintendent (Rs.1600-2660) 50% promotion 50% DR. D.R qualification. Graduate - Diploma in material management	706	As per proposed scheme for Storekeepers direct recruitment at this level should be Introduced with graduate qualification

			or Dip. in Engineering.		
	Store Keeper (Rs.1200-2040) 50% promotion 50% Direct Rectt. D.R. qual: Graduation	530	Store Keeper (Rs.1320-2040) 100% promotion	530	This should be a 100% promotion grade for Assistant Store Keeper
	Asstt. Store Keeper (Rs.950-1500)	264	Assistant Storekeeper (Rs.950-1500)	264	No change

Scientific Staff in Air Force

63.65 In the Air Force establishments there are some posts of laboratory staff. It has been demanded that the pay scale of Senior Scientific Assistant should be at par with those in the D.R.D.O.

63.66 Ministry of Defence have informed that in October '95 a cadre review was carried out resulting in creation of the grade of Junior Scientific Officer and restructuring of the number of posts at the lower level. We understand that DRDO have not agreed to the proposal for encadrement of these staff in the DRDO.

Our recommendations

63.67 In line with the structure proposed by us for the scientific staff in DRDO, DGQA and other Defence Establishments and having regard to their recruitment qualifications, we recommend the following grade structure for the Scientific Staff in the Air Force:

EXISTING GRADES	NOS.	PROPOSED GRADE	NOS.	REMARKS
Jr. Scientific Officer (Rs.2000- 3500)	1	Jr. Scientific Officer (Rs.2500 4000)	1	Pay scale upgraded as per general pattern adopted for scientific cadres
		Sr. Scientific Asstt (Rs. 2375-3750)	4	New grade to be created created by upgrading 4 posts of SSA
Sr. Scientific Asstt. (Rs.1640-2900) 25% Promotion 75% Direct Recruitment	9	Scientific Asstt.I (Rs.2000-3500) 75% promotion 25% Direct Rectt. DR. Qual: M.Sc. or Degree of Engineering	5	Pay scale upgraded on account of direct recruitment qualification Mode of recruitment amended to improve promotion avenues. Remaining 4 posts of SSAs upgraded
--		Scientific Assistant - II (Rs.1640-2900)	2	New grade as per standard pattern, by upgradation of 2 posts of JSA

Jr. Scientific Assistant (Rs.1400-2300)	4	Scientific Assistant - III (Rs.1600-2660)	2	Pay scale upgraded as per general patter by upgrading remaining 2 posts of JSA.
Laboratory Assistant (Rs.1200-2040)	11	Laboratory Asstt. (Rs. 1400-2300)	11	Present pattern of recruitment to continue. On account of rectt qualifications pay scale has been upgraded.

Chemists

63.68 In the electroplating section of Air Force, there is a post of Chemist in the scale of Rs. 1640 -2900. It is an isolated post with no promotion avenues Demands for providing promotion post and higher scale have been made

Our recommendations

63.69 Since it is an isolated post, provision of promotion channel is not feasible. **We do not recommend any upgradation in the existing scale of Rs.1640-2900 for the Chemist**. However, under the provisions of ACP the scales of Rs 2000 - 3500 and Rs. 2500 - 4000 will become available to the incumbent.

Senior Computors and Statistical Assistants

63.70 Senior Computors in IAF have demanded upgradation of their pay scales on account of expansion of their duties. Ministry of Defence have informed that there are 9 posts of E.D.P. staff with the designation of 'Senior Computor' and Statistical Assistants in the scales of Rs 1200 - 2040 and Rs. 1400 - 2300 respectively The department is of the opinion that in view of the revision of pay scales of the EDP staff by the government and the recruitment qualification of graduation in Statistics/Mathematics and experience in computer operation, the pay scale of these posts may be improved.

Our recommendations

63.71 We find that Sr. Computor in IAF is basically a data processor and is recruited with qualifications of B.Sc with Mathematics/Statistics. **We recommend the scale of Rs. 1400 - 2300 for Senior Computor which is meant for graduate entry EDP Staff. Stat. Asstt, which is the promotion grade** for Sr. Computor, should be given the next scale of Rs. 1600 - 2660. The next ACP scale for them would be Rs. 1640 - 2900.

Dying categories

63.72 **We also suggest that Sr. Computors and Statistical Assistants should be declared as dying categories. For meeting the future requirements, if any, in this field, EDP staff with requisite EDP qualifications or scientific staff may** be utilised.

CIVILIAN POSTS IN THE NAVY

Civilian Technical Officers

63.73 The Ministry of Defence have recently sanctioned a 5-tier structure for Civilian Technical Officers in Naval Dockyard and Naval Ship Repair Yards by converting 43 posts of Service Officers into Civilian ones. Formation of a regular cadre has been proposed to bring the posts in line with other technical posts in Government. Grant of integrated pay scales for these posts has also been suggested **We have considered the issue and recommend the following revised structure and designations for these posts:**

EXISTING GRADES AND SCALES (IN RS.)	NO. OF GRADES POSTS	PROPOSED AND SCALES (IN RS.)	NO.OF POSTS	REMARKS
Chief Tech.Officer (4500-5700)	4	Chief Tech.Officer (4500-5700)	4	No change
Sr.Tech.Officer (3700-5000)	6	Dy.Chief Technical Officer(3700-5000)	6	Designation changed
Technical Officer (3000-4500)	10	Sr.Tech.Officer (3000-4500)	10	Designation changed
Civilian Tech.Asstt. (2200-4000) Gd.I	31	Technical Officer (2200-4000)	31	Designation changed
Civilian Tech.Asstt. Gd.II(2000-3500)	144	Jr. Tech. Officer (2500-4000)	144	Being a promotion post for Foreman which is in the scale of Rs 2375-3500 Designation also changed.

63.74 Recruitment rules for these posts have not yet been finalised. We recommend that posts of Technical Officer (Rs. 2200 - 4000) and above may be encadered with the Indian Naval Armament Service (INAS) which is recruited through the Combined Engineering Services Examination and has the problem of inadequate number of posts at higher levels. It is also suggested that the INAS may be renamed as the Indian Naval Engineering Service.

Storekeeping Personnel

63.75 All the logistics as well as material management-related functions in the Indian Navy are handled by the personnel of the Naval Store Organization It has been suggested that the cadre may be made an organised one and some changes on number of posts and designations has also been proposed. We have considered the issue and in keeping with proposals made for Storekeeping Staff as a common category, we recommend that the following revised scales be approved:

ENTRY GRADE	PROPOSED GRADE	REMARKS
Director (Rs 4500-5700)	Sr.Director (Rs.5900-6700)	Upgraded, as feeder grade upgraded

Jt. Director (Rs.3700-5000)	Director (Rs.4500-5700)	Upgraded, due to feeder grade being the same
Sr.Naval Store Officer/ (Rs.3700-5000)	Sr.Naval Store Officer (Rs.3700-5000)	No Change
Naval Store Officer (Rs.3000-4500)	Naval Store (Rs.3000-4500)	Officer No change
	ANSO-I (Rs.2200-4000) 66-2/3% DR through Combined Engg.Service Exam.	New Grade to be introduced for gradual promotion. No. of posts to be decided by MOD
ANSO (Rs.2000-3500)	ANSO-II (Rs.2000-3500)	
Sr. Foreman of Stores. (Rs.2000-3500)		Grade to be abolished in future. Existing incumbents to get replacement scales
Foreman of Stores (Rs.1600-2660)	Foreman of Stores (Rs.1640-2900)	Upgraded as feeder grade grade upgraded
Sr.Store Keeper (Rs.1400-2300) By promotion	Sr.Store Keeper (Rs.1600-2660) 75% promotion 25% DR of graduates+ Dip. in Material Management	Upgraded in view of DR qualification
Store Keeper (Rs.1200-2040)	Store Keeper (Rs.1320-2040)	No change, except rationalised payscale.
Asstt.Store Keeper (Rs.950-1500)	Asstt.Store Keeper (Rs.950-1500)	No change

63.76 We also recommend that in future vacancies to the extent of 2/3rd posts of ANSO Gde.-I may be filled up from Engg graduates recruited through the Combined Engineering Services examination and all posts of ANSO I and above be encadered with the proposed Indian Naval Engineering Service.

vilian Medical fficers

63.77 In the Navy there are 18 posts of Civilian Medical Officers. They have been merged with the Civilian Medical Officers under DGAFMS for the purpose of placement, promotion etc. We have separately proposed that all posts of Medical Officers under the Central Government may be brought under the Central

Health Service (CHS). We recommend that Civilian Medical Officers in Navy may also be merged with the CHS.

Administrative Personnel

63.78 The administrative personnel are performing a crucial role in the personnel management of about 48,000 civilian employees in the Navy. It has been represented that the growth opportunities for these personnel are not commensurate with the functions performed by them. It has been suggested that the structure of the administrative officers in the Navy may be patterned on the lines of DRDO officers of similar category.

Our Recommendations

63.79 We have examined the suggestion and keeping in view the general scheme proposed for administrative staff we recommend the following restructuring:

EXISTING POST/SCALES (IN RS.)	PROPOSED POST/ PAY SCALES (IN RS.)	REMARKS
Dy. Dir/Sr. Admin Offr. (3700-5000) Personnel Mgr./A.O. (3000-4500)	Chief Admn.Offr. (Rs 3700-5000) Sr.Admn.Offr. (3000-4500)	Based on standard pattern for administrative staff in subordinate offices
Upgraded Civ. Gaz. Officer (2375-3500)	Admn.Offr.Gr.I (2500-4000)	
CGO Rs.2000-3500	Admn.Offr.Gr.II (2000-3500).	

63.80 For the remaining posts, the scheme suggested for administrative staff in subordinate offices may be followed. We also recommend that direct recruitment at the level of Civilian Gazetted Officer may be done from amongst graduates with post graduate Diploma in Personnel Management with experience.

Russian Language Typists

63.81 The post of Russian language typist in the Russian Translation Cell, Naval Dockyard, Vishakhapatnam, currently carries the pay scale of Rs.1200-2040/-equivalent to a UDC. There are no promotion avenues available to the post and a three-tier structure has been demanded. Keeping in view the recruitment qualifications of Russian Language Typists, we recommend the following grade structure:

Russian Language Typist	Rs.1400-2300
ACP Grade	Rs 1600-2660
ACP Grade	Rs 1640-2900

Steno Typist (Russian)

63.82 There are two posts of Steno Typist (Russian) (Group 'C', Rs. 1400-2300) under the cadre control of JS (Trg) & CAO. Steno Typists (Russian) have avenues of promotion to the grade of Assistant Civilian Staff Officer (Russian). Upgradation of pay scale of these posts and improvement of promotion prospects has been demanded.

Our recommendations

63.83 Keeping in view the higher recruitment qualifications of stenotypists (Russian), we recommend the following grade structure for them:

ACSO (Russian) - Rs.2500-4000-also ACP Grade
Russian Steno I - Rs.2000-3500-also ACP Grade
Russian Steno II - Rs.1640-2900

Civilian Education Instructors

63.84 There are 51 Civilian Education Instructors (CEIs) in the Navy in the scales of Rs.1400-2600 and Rs 2000-3500. It has been suggested that since the level of teaching imparted by them is upto Class-XII, parity with TGTs in Kendriya Vidyalaya may be granted. We have considered the demand and recommend the following structure in line with our recommendations made for Trained Graduate Teachers.

EXISTING	NO.OF POSTS	PROPOSED	NO.OF POSTS	REMARKS
Civ. Education Officer (Rs.2000-3500)	3	Civ. Education Officer (Rs.2500-4000)	3	No change
--		CEI I (Rs.2000-3500)	29	50% of the posts upgraded to provide promotion avenues
Civ. Education Instructor(CEI) (Rs.1400-2600)	58	CEI - II (Rs.1640-2900)	29	Pay scale upgraded in line with pay scale recommended for TGT.

Scientific Posts

63.85 Consequent upon trifurcation of Defence Science Service in 1979 into Defence Research and Development Service, Defence Quality Assurance Service and Defence Aeronautical Quality Assurance Service, all the Defence Service Officers working in the Navy opted for DRDS. We understand that a case for encadrement of scientific posts in DRDS was taken up in Jan 1981 for improving the career prospects of scientific officers of the navy. Out of the then existing 43 posts, 32 posts of Scientist 'B' and above were encadered with DRDO. An additional complement of 21 Scientists was also encadered with DRDO in March 1992. However, certain new sanctions of scientists posts received in the Navy were not encadered with the DRDS

63.86 It has been suggested that scientific staff in Navy should be treated

at par with their counterparts in DRDO & DGQA in the matter of pay and Gp 'B' & 'C' scientific staff of the Navy should also be merged with DRDO by protecting their service seniority or alternatively promotion avenues should be catered for them in the Navy itself.

Our Recommendations -

63.87 We have considered the issue and **do not recommend wholesale encadrement of the scientific staff of Navy with the DRDO**. However, we propose replacement of direct recruitment at the level of Senior Scientific Officer by **encadrement of 50% of posts in the DRDO**. Keeping in view the recruitment qualifications of Scientific Staff in the Navy and in line with our recommendations on other similar categories, the **following restructuring in their cadre is recommended** :-

EXISTING	PROPOSED	REMARKS
Principal Scientific Officer (3700-5000)	Principal Scientific Officer (Rs.3700-5000)	No change
Sr. Scientific Officer (3000-4500) 25% Promotion of JSOs, 25% Transfer on deputation, 50% DR with B.Sc. + experience	Sr. Scientific Officer (Rs.3000-4500) (50% Posts may be encadered with DRDO, remaining may be 25% by promotion, 25% by transfer)	Changes in mode of recruitment
Jr.Scientific Officer (2000-3500)	Jr.Scientific Officer (Rs.2500-4000)	Pay scale upgraded since feeder grade has been upgraded
	Sr. Scientific Asstt. (Rs.2375-3500), 100% promotion	New grade by upgrading 50% posts of SSA
Sr. Scientific Asstt. (1640-2900), 50% promotion of JSA,50% DR-B.Sc./Dip.in Engg. + 3 yrs. experience	Scientific Asstt. I (Rs.2000-3500) 50% promotion 50% DR only of M.Sc/B.Tech.	50% of the posts of SSA will be placed in the grade of SA I.
	Scientific Asstt. II, (Rs.1640-2900), 100% Promotion	New grade by upgrading 50% posts of JSA
JSA (1400-2300) By Promotion of Demonstrator or Lab	Scientific Asstt.III, (Rs.1600-2660) 75% Promotion, 25% DR with B Sc / Dip in	Upgraded (50% of posts of JSA will be kept in this

Asstt. with 3 years service	Engg. qualification.	grade)
Lab. Demonstrator/ Lab Asstt (1320-2040/ 1200-2040)	Lab. Demonstrator, (Rs.1400-2300)	Upgraded due to higher qualification

Motor Transport Personnel

63.88 For motor transport personnel in the Navy, some upgradation and rationalisation has been suggested. **We have considered the issue and suggest the following restructuring:**

Foreman (Tpt)	-	Rs. 1640-2900
MT Supervisor and Head MT Supervisor	-	Rs. 1600-2660
MT Drivers I	-	Rs. 1400-2300
MT Drivers II	-	Rs. 1320-2040
MT Drivers III	-	Rs. 950-1500

63.89 It is suggested that in future the grade of Head MT Supervisor and MT Supervisor may be merged and promotions may take place directly from MT Supervisor to Foreman of Transport.

Printing Staff

63.90 It has been stated that the pay scales of printing press staff in the Navy and similarly placed staff in the Govt. of India presses are not similar, although their duties and responsibilities are akin to each other. The post of Compositor Gde.I and Gde.II carry a lower pay scale as compared to their counterparts in the Govt. of India presses, in spite of similarity in the duties and qualification requirements in the two organizations.

Our recommendations

63.91 **We have considered the demand and suggest that the pay scales of compositors may be revised as follows:**

Compositors Gde.I	-	Rs.1320-2040
Compositors Gde.II	-	Rs.950-1500

63.92 It is also suggested that between the grades of Manager (Rs.2000-3500) and Sr.Manager (Rs.3000-4500) in the printing press a grade of Rs.2500-4000 may be introduced to be made available under ACP.

Cinema Projectionists

63.93 It has been suggested that Cinema Projectionists in Navy should be allowed in situ promotion. We find that the existing structure is as under:

POST	GROUP	PAY SCALE	NO.OF POSTS	
Asstt. Film Editor-cum-Librarian	C	1200-1800	1	By promotion from Cinema Projectionist Gde.I

Cinema Projectionist Gde.I	'C'	1200-1800	10	By promotion
Cinema Projectionist Gde.II	'C'	950-1400	5	Transfer/DR Middle + Licence + 2 yrs experience

63.94 **We suggest that Asstt. Film Editor-cum-Librarian may be redesignated as Sr. Cinema Projectionist, as the existing designation does not fully define his job-content and may be placed in the scale of Rs. 1400-2300 as it is a promotion grade for Cinema Projectionist Gde. I The recruitment qualifications of the Cinema Projectionist Grade-I may be raised to matriculation instead of middle school.**

Naval Hydrographic Office

63.95 The Naval Hydrographic Office (NHO) Dehradun prepares Nautical charts and allied publications for navigation. The head of the organization is the Chief Hydrographer to the Govt. of India and he is assisted by the Chief Civilian Hydrographic Officer and other hydrographic personnel.

Demands

63.96 The demands made by civilian hydrographic personnel include:

Grant of integrated scale,

Grant of flexible complementing scheme for promotions, and

Merger of Civil Hydrographic Officer (CHO) and Principal Civilian Hydrographic Officer (PCHO) and upgradation of head of Chart Branch to Director.

Our recommendations

63.97 **We have considered the demands taking into account the reported stagnation in the cadre and do not recommend integrated pay scales for these personnel. Since we have not considered it necessary to expand the scope of FCS, it need not be granted to hydrographic personnel.** However, provisions of ACP would apply to these personnel and would provide them some relief from stagnation. We also do not recommend merger of CHO and PCHO as it would adversely affect promotion prospects of Civilian Hydrographic Assistants.

Revised grade structure

63.98 **Keeping in view the demand for upgradation of post of Director we recommend the following revised grade structure for hydrographic personnel:**

PROPOSED SCALES AND POSTS		
Chief Civ. Hydrographic Officer (1 post)	Rs. 4500-5700	1 post
Dy. Chief Civ. Hydrographic Officer(New grade to be created by upgrading 2 posts from Asstt. Chief Civilian Hydrographic Officer Grade)	Rs. 3700-5000	2 posts

Asstt. Chief Civ. Hydrographic Officer (existing posts 4)	Rs.3000-4500	2 posts
Principal Civ. Hydrographic Officer (9 posts)	Rs.2200-4000	9 posts
Civ. Hydrographic Officer (6 posts)	Rs.2000-3500	6 posts
Civ. Hydrographic Asstt. (1 post)	Rs.1600-2660	1 post

PLB for printing staff

63.99 We also recommend that Productivity Linked Bonus may be granted to printing staff in the Naval Hydrographic Office. The specific formula for the purpose may be worked out by the Ministry.

Naval Design Personnel

63.100 The DG, Naval Design, has proposed higher pay scales for draughtsmen in the Navy than their counterparts elsewhere, considering that departmental examination is conducted at every stage for promotion of draughtsmen in the Navy and in view of their higher duties and responsibilities. There is also a demand for parity in pay scale of Chief D'Man in Navy, DRDO and DGQA. Naval Headquarters have suggested restructuring of this entire cadre from D'Man onward so as to enable the Navy to have a properly constituted cadre.

Our Recommendations

63.101 **We have considered the various demands and suggest that the cadre of D'Man in the Navy may be organised as follows:-**

EXISTING	REVISED	REMARKS
	Principal Design Officer I Rs.4500-5700	New grade be created - posts to be decided by MOD
Principal Design Officer Rs.3700-5000	Principal Design Officer II Rs.3700-5000	No change
Sr. Design Officer I Rs 3000-4500	Sr. Design Officer I Rs.3000-4500	No change
Sr Design Officer II Rs 2200-4000	Sr. Design Officer II Rs.2200-4000	No change

Jr. Design Officer Rs.2000-3500	Jr. Design Officer Rs.2375-3500	Upgraded since feeder grade is upgraded
Chief D'Man Rs.2000-3200	Chief D'Man Rs.2000-3500	By pay rationalization
D'Man I Rs.1600-2660	D'man I Rs.1640-2900	As per standard pattern
D'Man II Rs.1400-2300	D'man II Rs.1600-2660	As per standard pattern
D'Man III Rs.1200-2040	D'man III Rs.1200-2040	No change

Technical Posts

63.102 While we have considered the technical supervisors separately, for civilian Technical Officers in the Naval Armament Inspection Organization who are presently in the scale of Rs.2000-3500 we recommend the scale of Rs.2500-4000. For Examiners in the same Organization, we recommend that future recruitment may take place with the qualifications of Matric (Science) + ITI and 3 years relevant experience.

COAST GUARD ORGANISATION

General

63.103 The Coast Guard was set up as an Armed Force of the Union and came into existence under the Coast Guard Act, 1978. The functions and role of the Coast Guard relate mainly to ensuring the security of the maritime zones of India with a view to protecting maritime and other national interests in such zones. The peace time duties of the Coast Guard include anti-smuggling, anti-poaching, anti-pollution, search and rescue operations.

Structure

63.104 The command and supervision of the Coast Guard is exercised by the Director General Coast Guard with Headquarters at New Delhi. The Director General is assisted by an Inspector General and a number of DIGs, Commandants, Dy. Commandants and such other officers as are appointed by the Central Government. The Coast Guard has a strength of about 500 officers and 5000 enrolled personnel. Pay scales of Coast Guard personnel broadly correspond to pay scales of personnel in Central Police Organizations like Border Security Force and certain allowances are also paid on the pattern of BSF because of their similar functions. However, as they operate in the sea, parity with the Navy is maintained with regard to allowances relating to sea service. **Our policy with regard to Coast Guard personnel has been to retain the current parities in terms of pay scales and allowances**

Pay Scales of Officers - Demands

63.105 The officer cadre of the Coast Guard consists of the General Duties, Technical and Aviation branches. It has been suggested that they may be given integrated pay scales with rank pay. In addition, creation of grades of Addl DIG and Addl. DG have been demanded. Upgradation of certain posts to DIG.

Addl. DIG and IG level and reduction in time taken for promotions have also been asked for.

Our recommendations

63.106 We have considered these demands in the context of the existing relationship with the Border Security Force and since we have not suggested integrated pay scales for the BSF or for the Armed Forces, the existing system of separate pay scales for each rank may remain. We are however, not in favour of creating the grade of Addl DIG although it exists in the BSF as it would add another hierarchical level without corresponding financial gain for the incumbent. The post of Deputy Director General may be redesignated as Addl. DG in the upgraded pay scale of Rs.7300-7600. We also recommend that three posts of Regional Commanders may be upgraded to the scale of Rs.5900-6700 and consequently three posts of Chief Staff Officers at Regional HQ's may be upgraded to DIG level The post of DG Coast Guard may also be upgraded to the scale of Rs.7600-8000.

Recommended Pay Scales

63.107 In view of the above upgradations and in line with the structure recommended for the BSF, we recommend the following scales for coast guard officers:

EXISTING (RS.)	PROPOSED (RS.)	REMARKS
Asstt. Comdt. 2200-4000	Asstt. Comdt. 2200-4000	No change
Dy. Comdt. 3000-4500	Dy. Comdt. 3000-4500	No change
--	Second-in-Command 3700-5000	New Grade to be introduced as per pattern in CPOs
Comdt. 4100-5300	Commdt. 4500-5700	Upgraded through pay rationalisation
DIG 5100-6150	DIG 5100-6150	
IG 5900-6700	IG 5900-6700	Three posts Upgraded to this level
	Addl. DG 7300-7600	Upgraded scale for existing IG
DG 7300-7600	DG 7600-8000	Upgraded since IG has been upgraded

63.108 As regards reduction in time taken for promotions, we suggest that the issue may be considered by the Ministry of Defence. However, provisions of ACP worked out for Gp A Officers will apply to Coast Guard personnel also.

Pay Scales. Enrolled Personnel

63.109 The personnel below officer rank of the Coast Guard are termed as Enrolled Personnel'. The Coast Guard has broadly 5 categories of enrolled personnel, namely, General Duty, Aviation, Technical, Domestic and Enrolled Followers. Recruitment qualifications vary for each of these branches being matriculation for General Duty and Aviation personnel, non-matric for Domestic Branch and for Enrolled Followers and matric + 3 years' diploma (when directly recruited) for the technical personnel. At the time of initial constitution, the pay scales of coast guard personnel were evolved by making suitable adjustments in pay scales of corresponding naval ranks. The Fourth CPC considered the issue and recommended pay scales corresponding to those of the central police organizations.

Our recommendations

63.110 It has been suggested that the pay scales of enrolled personnel should be determined restoring the original relativity with the Navy and integra-ted pay scales may be granted. We have deliberated at length over the issue taking into account the terms of engagement of coast guard personnel and the fact that they are governed by the CCS(Pension) Rules. Secondly, we feel that the role of the Navy is different and the role of the coast guard relative to the Navy is more akin to the role of the BSF vis-a-vis the Army. In view of these considerations, we **recommend that pay scales of personnel of the coast guard may continue to be patterned on pay scales for the central police organizations. We accordingly recommend the following pay scales for enrolled personnel of the coast guard:**

DESIGNATION	GENERAL DUTY AND DOMESTIC BRANCH (RS.)	AVIATION BRANCH (RS.)
Navik	825-1200	950-1500
Uttam Navik	950-1500	975-1660
Pradhan Navik	975-1660	1200-1800
Adhikari	1600-2660	1600-2660
Uttam Adhikari	1640-2900	1640-2900
Pradhan Adhikari	2000-3500	2000-3500

DESIGNATION	TECHNICAL BRANCH (RS.)
Yantrik	950-1500
Uttam Yantrik	1200-1800
Pradhan Yantrik	1600-2660
Sahayak Engineer	1640-2900
Uttam Sahayak Engineer	2000-3500
Pradhan Sahayak Engineer	2375-3750

ACP Scheme

63.111 It has also been suggested that at least two time scale promotions irrespective of vacancy may be granted to enrolled personnel. We have considered the issue and **recommend that the ACP scheme proposed by us for Group C employees may be made applicable to coast guard personnel except in case of the Enrolled Followers.**

Enrolled Followers

63.112 Enrolled Followers in Coast Guard are presently in the pay scale of Rs.750-940 and have no promotion avenues. **We recommend that Enrolled Followers may be granted the pay structure and ACP provisions proposed by us for Auxiliary Staff'.**

Official Hospitality Grant

63.113 At present Commanding officers of the rank of DIG are entitled to an entertainment allowance of Rs.200/- per month and those of the rank of Comdt. and below are granted Rs.100/- per month. It has been suggested that the allowance be renamed as official hospitality grant and granted at substantially higher rates. We have considered the suggestion and **suggest the following rates of 'Official Hospitality Grant' for Coast Guard personnel:**

DGCG	-	Rs.800/- p.m.
Addl. DG	-	Rs.600/- p.m.
DIGs in Command of Ships	-	Rs.400/- p m.
Comdt. and below in command of ships		Rs.200/- p m

Annual Entertainment Grant

63.114 In addition we also recommend that **the annual entertainment grant for the organisation may be enhanced from Rs.15,000/- per annum to Rs.50,000/-per annum** to be sub-allocated to lower formations depending on requirement

Commandant Allowance

63.115 The Coast Guard have suggested that the hardships inherent in sea life, turbulence, separation from family etc. need to be compensated by grant of a career sea pay. A compensatory allowance for sea service has also been suggested to be paid at 10% of basic pay to all personnel. We have examined the suggestions and while we find ourselves unable to accede to these proposals, we suggest that **the compensatory allowance presently admissible to Commandants and Dy. Comdts. serving on board ships at Rs.100/- per month and Rs. 50/-per month respectively, may be renamed as Commandant Allowance' and the rates be doubled.**

Flying Pay

63.116 With regard to flying pay for Coast Guard personnel, we **recommend that it may be redesignated as Flying Allowance and given at the following revised rates:**

Asstt. Comdt. to Comdt	**Rs.2400/- p.m.**
Aircrew Divers	**Rs.1800/- p.m.**

63.117 On the lines of our recommendation for the Armed Forces

personnel, it is suggested that flying allowance in the Coast Guard may be restricted to the rank upto which officers are actually engaged in flying.

Good Conduct Badge Pay

63.118 Good conduct badge is awarded to a enrolled person in recognition of his maintaining high degree of discipline, good conduct, zeal and professional efficiency. One badge is awarded after a person puts in 4 years of unblemished service and on fulfilment of the conditions mentioned above. The maximum number of badges awarded is 3 each on completion of 4 years of service. This concept is borrowed from the Navy and the person to whom the badge is awarded is entitled to a monetary benefit known as good conduct badge pay of Rs.19/- for each badge. It has been proposed that the good conduct badge pay be increased to Rs.100/- per badge.

Our recommendations

63.119 For Armed Forces personnel, **we have recommended that the scheme for grant of good conduct badge pay may be replaced by the revised scheme for grant of performance related annual increment** based on performance/good conduct. The same may be done for Coast Guard personnel also.

Uniform Allowance and Kit Maintenance Allowance

63.120 Coast Guard Officers are presently entitled to a uniform allowance of Rs.2850/- which is renewed every seven years. Substantial enhancement in the rate of the allowance has been suggested. Keeping in view our recommendations on uniform allowance for other personnel, **we recommend that the rates of uniform allowance for Coast Guard personnel may be doubled.** We also recommend that the existing **kit maintenance allowance may be enhanced from Rs.80/-per month to Rs.150/- per month**

Personal Maintenance Allowance

63.121 At present enrolled personnel of the Coast Guard are entitled to hair cutting/cleaning allowance of Rs.7/- per month, washing allowance of Rs.5/- per month, a clothing maintenance allowance of Rs.75/- per annum and issue of toilet soap in kind. It has been suggested that all these allowances may be combined together and granted at a revised rate of Rs.225/- per month.

Recommended Rates

63.122 Since we have suggested clubbing together of these allowances for Armed Forces personnel also, **we have no objection to them being combined and renamed as Composite Personal Maintenance Allowance.** The revised rates recommended are as follows :-

RATES PER MONTH

1)	**Hair Cutting Allowance**	- Rs.10.00
2)	**Washing Allowance**	- Rs.30.00
3)	**Soap Toilet Allowance**	- Rs.10.00
4)	**Clothing Maintenance Allowance**	- Rs.10.00
	Composite Personal Maintenance Allowance	- Rs 60 00 p m

63.123 With the grant of this allowance, the practice of issuing toilet soaps in kind may be dispensed with.

Monetary Allowance for Medals - Demands

63.124 It has been suggested that the monetary allowance attached to President's Tatrakshak Medal and Tatrakshak Medal for gallantry may be enhanced considerably and grant of monetary incentive for similar medals granted for distinguished service has also been proposed.

Revised Rates

63.125 We have considered the issue and recommend that rates of the President's Tatrakshak Medal and Tatrakshak medal may be doubled. No change is suggested in case of distinguished service medals.

Welfare and Amenities Grant

63.126 Coast Guard Ships and Stations are entitled to Welfare and Amenities grant @ Rs.18/-per head per annum depending on the strength of the ship/ station. The purpose of this grant is to provide sports gear, equipment for indoor games, reading materials and recreational items such as musical instruments, radio etc. Normally purchase of these items is restricted to those which are not supplied by the Government. It has been suggested that the rate of Welfare and Amenities Grant should be increased to Rs.50/- per head per annum

Revised Rates

63.127 Keeping in view all relevant factors, we recommend that the welfare and amenities grant may be enhanced to Rs. 36/- per head per annum.

General Education and Training Grant

63.128 Most of the enrolled personnel are only matriculate and there is a need for them to learn more about general subjects such as English, Mathematics, General Science etc. and ships and stations are required to be provided with educational books. In order to meet such expenditure, a general Education and Training Grant is available. At present the amount of grant is Re.1/- per head per quarter.

Our recommendations

63.129 It has been suggested that the grant may be enhanced to Rs.5 per head per quarter. We have considered the issue and agree that it may be enhanced to Rs.5 per head per quarter.

Medical cover of Coast Guard Personnel

63.130 From the very beginning itself, medical cover for personnel in the Coast Guard is provided by the Armed Forces Hospitals/Sick Bays on a year to year basis. It has been suggested that armed forces' medical facilities be extended to the Coast Guard on permanent basis and may also be continued after retirement.

Our recommendations

63.131 We have considered the issue and while we recommend extension of facility of treatment in Armed Forces hospitals for serving Coast Guard employees on a permanent basis, extension to retired personnel in the same manner may not be possible, as service hospitals are not able to provide medical facilities even to ex-servicemen, due to inadequate capacity. However, retired personnel may be covered under the medical insurance and medical allowance schemes proposed by us for civilians.

Compensation in lieu of Rent Free Accommodation

63.132 The Coast Guard have suggested that the existing authorised married establishment for payment of compensation is grossly inadequate and should be increased to make it comparable with the existing percentages in the Navy.

Our recommendations

63.133 We have considered the demand and suggest that the issue may be considered by the Ministry keeping in view the organisational requirements. As far as rates of CILQ are concerned, rates applicable to BSF personnel will also apply to Coast Guard personnel

Coast Guard Officers

63.134 We are also unable to agree with the suggestion to make provision of accommodation a condition of service for Coast Guard officers in view of possible repercussions on Central Police Organizations.

Allowances at par with Navy

63.135 Certain allowances like hardlying money, diving allowance and dip money, unit and charge certificate allowance are granted to Coast Guard personnel at rates at par with Naval personnel. We recommend continuance of the existing parity with the Navy and revised rates suggested by us under the relevant chapters will apply to Coast Guard personnel also.

Free Rations

63.136 The Coast Guard have also suggested extension of free rations to officers at all times and not only when on board ships and have suggested enhancement in ration scales of enrolled personnel when ashore. We have considered the suggestions but find ourselves unable to accede to the same

Qualification Related Allowances

63.137 We are also unable to agree to the suggestions made with regard to introduction of qualification grant and technical pay for Coast Guard personnel They would, however be eligible for grant of qualification related incentive proposed by us for civilian employees.

Other Allowances

63.138 With regard to certain other suggestions made by the Coast Guard. our recommendations made on grant of ex-gratia in case of death, grant of funeral allowance at rates suggested for personnel in CPOs and provisions relating to accumulation and encashment of leave of civilian employees would also apply to Coast Guard personnel. We are however unable to agree with the proposals for introduction of 'D' Forms and concession vouchers and treatment of period spent in hospital as on duty in view of repercussions on CPOs. We find ourselves also unable to agree with changes in provisions for grant of City Compensatory Allowance to Coast Guard personnel.

Inter Service Organisations

AFHQ CIVIL SERVICE

Background

63.139 The Armed Forces Headquarters (AFHQ) Civil Service was

constituted in March 1968 along with other organised services of AFHQ viz. AFHQ Stenographers' Service and AFHQ Clerical Service. The service at present comprises the following grades:-

	GRADE AND PAY SCALE	NO. OF POSTS
a)	Senior Administrative Grade Level-II Rs 5100-5700	2
b)	Director Rs.4500-5700	9
c)	Sr. Civilian Staff Officer(Sr.CSO) Rs. 3700-5000	73
d)	Civilian Staff Officer(CSO) Rs.3000-4500	248
e)	Asstt. Civilian Staff Officer(ACSO) Rs.2000-3500	680
f)	Assistant Rs.1640-2900	1700

63.140 50% of the posts of Assistants are filled by direct recruitment through Assistants Grade Examination conducted by the Staff Selection Commission and 50% by promotion from amongst UDCs of AFHQ Clerical Service. 25% of posts of ACSO are filled by direct recruitment through the Civil Services Examination conducted by the UPSC and 75% by promotion from amongst Asstts. with 5 years' service.

Demands

63.141 It has been suggested that the existing AFHQ Civil Service should be made a Group 'A' Service with new name of 'Defence Administrative Service' It has also been represented that though AFHQ civil service is an organised service, the SAG level-II posts are still borne in the pay scale of Rs. 5100 - 5700 and should be given the existing pay scale of Rs. 5900 - 6700. Suggestions have been made for inclusion of the AFHQCS in the Central Staffing Scheme and participation in the Ministry of Defence. It has also been urged that rank equation between AFHQ Civil Service Officers and Armed Forces Service Officers should be clearly defined. Other demands relate to upgradation of pay of Assistants to 2000-3500 and creation of non-functional grades for them.

Our recommendations

63.142 We have considered the various demands. The AFHQ civil service goes parallel with the Central Sectt. Service. Since the CSS is not proposed to be made a Group 'A' service, we do not recommend any different pattern for AFHQ Civil Service. With regard to the demand for upgradation of the SAG level II posts, we feel that existence of these posts as promotion posts for Directors in Rs. 4500 - 5700 not only does not fall into the normal pattern of progression of grades but also does not confer much financial benefit on promotion. We, therefore, recommend that these two posts may be granted the replacement

scale of Rs. 5900 - 6700.

Revised Structure

63.143 Keeping in view the structure proposed for similar civil services, **we recommend the following restructuring for the Armed Forces Headquarters Civil Service:**

NO.OF POSTS	EXISTING SCALES/ DESIGNATIONS	PROPOSED SCALES/ DESIGNATIONS	NO.OF POSTS	REMARKS
02	SAG level II Rs.5100-5700 100% Promotion	Principal Dir. Rs.5900-6700 100% Promotion	02	In normal upgradation in usual scales
09	Director Rs.4500-5700 100% Promotion	Director Rs.4500-5700 100% Promotion	09	No change
73	Senior Civ. Staff. Off. Rs.3700-5000 100% Promotion	Joint Director Rs.3700-5000 100% Promotion	73	Change of designation
248	Civ.Staff.Off. Rs.3000-4500 100% Promotion	Dy.Director Rs.3000-4500 100% Promotion	248	-do-
--		Asstt.Dir. Rs.2500-4000 100% Promotion	170	New grade to be created by upgrading 170 posts of ACSO on the pattern of Desk Officer in CSS
680	Asstt.C S.O. Rs.2000-3500 75% Promotion, 25% DR	Section Officer Rs.2000-3500 75% Promotion 25% DR	510	Change in designation
1700	Assistant Rs.1640-2900 50% Promotion, 50% DR.	Assistant Rs.1640-2900 50% Promotion, 50% DR.	1700	No change

Posts in MOD

63.144 While we do not recommend participation of the AFHQCS in the Central Staffing Scheme in view of the repercussions on other services, we feel that the expertise that AFHQCS Officers gain through working in Service Hqrs. can be utilised by earmarking certain posts for them in the Ministry of Defence. **We therefore recommend earmarking of the following number of posts in Ministry of Defence for AFHQCS:**

SO level	-	20 posts
US level	-	10 posts

63.145 However, while placing incumbents in these posts the batch relativity with CSS should be taken into account in order to ensure logical superior-subordinate placement.

Rank Equation

63.146 As regards rank equation with service officers, we understand that the matter was earlier examined during 1991 and instructions were issued by the Ministry of Defence to the Service Hqrs. that Directors of the AFHQCS be entrusted with the functional responsibilities of a Brigadier and SCSOs with those of a Colonel. By accepted convention, officers of the level of Civilian Staff Officer are functionally equated with officers of the rank of Major and equivalent. We recommend that the equivalence between AFHQ CS Officers and Service Officers laid down by the Ministry of Defence should be followed in practice by the Service Hqrs.

Assistants in AFHQ

63.147 With regard to demands pertaining to Assistants in AFHQCS we understand that the introduction of the system of LDCE for filling up a certain percentage of the posts of ACSO from among the Assistants for AFHQ Civil Service is under consideration. We recommend acceptance of this proposal, as it would ensure parity with CSS and offer fast-track career progression opportunities to eligible Assistants of AFHQ. We, therefore, feel that there is no need for grant of a non-functional grade to the Assistants of AFHQ especially keeping in view our recommendations with regard to the ACP scheme.

Post of CAD

63.148 It has also been suggested that the post of JS(Training) and Chief Administrative Officer should be manned only by the AFHQ Civil Service Officers. We are informed that the post of JS(Training) and CAO is filled through the Central Staffing Scheme and is not a post in any of the Services Headquarters. In view of this, we do not recommend any change.

ARMED FORCES MEDICAL SERVICES

General

63.149 Armed Forces Medical Services provide comprehensive medical care to service personnel, ex-servicemen, their families and dependants. They also assist the civil authorities during natural calamities and provide medical contingents to the peace keeping missions. The Armed Forces Hospitals, specialist centres, Artificial Limbs Centre, Pune, Armed Forces Medical College, Pune etc. constitute the Armed Forces Medical Services.

Demands of medical officers

63.150 There are three posts of Professors and two posts of Readers in the Armed Forces Medical College, Pune (AFMC). Readers are directly recruited with essential qualification of a medical degree, a post graduate degree in the concerned speciality and three years experience as Lecturer/Demonstrator/Senior Resident etc. In respect of these medical officers parity with teaching faculty in other medical colleges and encadrement in the Central Health Service has been demanded. Since December 1993 Demonstrators of the AFMC have been redesignated as Civilian Medical Officers and grouped with Assistant Surgeons Gd.I and Civilian Medical Officers in the pay scale of Rs.2200-4000 A demand has been made for making the erstwhile Demonstrators static in AFMC only

Views of Concerned Ministries

63.151 Ministry of Defence have informed that the posts of Professors and Readers of AFMC, Pune are isolated categories. The basic job of these doctors is to provide medical cover and teach the under-graduate and post-graduate students as in the case of General duties and teaching speciality sub-cadres in the Central Health Service. The Ministry of Health and Family Welfare have stated that encadrement of these teaching faculty posts into the Central Health Service can be considered on a request from the Ministry of Defence.

Our recommendations

63.152 We have considered these issues in detail and **recommend that the posts of Professors and Readers in AFMC may be encadred in the CHS. Readers who have completed the prescribed lengths of service as per Tikku Committee's recommendations for grant of higher scale may be placed in appropriate scales before merger.** The career prospects of the erstwhile Demonstrators have improved substantially after their redesignation and provision of three grades in the scales of Rs.2200-4000, Rs.3000-4500 and Rs 3700-5000. **These redesignated Civilian Medical officers should also be encadred in the CHS.** The general recommendations on promotion prospects of GDMOs will apply to them.

Demands of AIHPPP personnel

63.153 There are some teaching posts and non-teaching posts in the All India Hospital Post Partum Programme(AIHPPP) Cell sponsored by the Ministry of Health and Family Welfare at AFMC. The teaching faculty do not have any avenue of promotion. It has been demanded that these posts should be encadered in the teaching sub-speciality under the Ministry of Health.

Our recommendations

63.154 Since the teaching posts are very few in number **we recommend that Asstt. Professor (Obstetrics and Gynaecology) and Asstt. Professor (Paediatrics) should be encadred with the CHS at the appropriate level.** The other two Lecturers in statistics and demography and Lecturer in health education & family planning (non-medical) should be provided career progression avenues through the scheme of ACP recommended for Group 'A' employees. Alternatively, they can be taken on deputation from regular cadres like Indian Statistical Service.

Demands of Family Welfare personnel

63.155 There are four posts of Regional Family Welfare Medical Officer and forty-six posts of Lady Medical Officer in the Family Welfare Organisation of the Armed Forces. Demands have been made for providing promotion avenues for these employees and the supporting staff.

Our recommendations

63.156 **We recommend that these Doctors should also be encadered in the CHS.** The provision of ACP will meet the career aspirations of the remaining staff.

Ayurvedic Physicians

63.157 Since 1992, an Ayurvedic Dispensary is functioning at New Delhi in the Armed Forces. There are two posts of Ayurvedic Physician in the scale of Rs 2200-4000. Demands have been received for providing promotion avenues to these physicians on the lines available to organised services. **We recommend that these posts may be encadered with the Central ISM & H service proposed by us in the relevant chapter.**

Demands of Technical Engineers

63.158 There is a small cadre of nine Engineer Officers under the DGAFMS. We have considered their requests for better career prospects. Ministry of Defence have intimated that due to non-filling of vacancies of Asstt

Technical Engineer Officer (Rs.2200-4000) the work is being carried out temporarily by adequately qualified and experienced officers from EME and that recently two candidates have been selected for this grade.

Our recommendations

63.159 Having considered all relevant factors, **we recommend that the recruitment rules for these posts may be amended so that suitable officers of regular cadres like EME could also be taken on deputation.** The ACP scheme recommended for Group 'A' officers will be applicable to civilian technical engineer officers.

Training Allowance to Scientists

63.160 Scientists of DRDO working in AFMC have urged that teaching allowance be granted to them. We have been informed that these Scientists are permanent faculty members of AFMC and are encadred under the Defence Research & Development Service. They are eligible for promotions under the flexible complementing scheme. **We have elsewhere recommended that training allowance may be granted also to permanent faculty members of training institutes and this recommendation will equally apply to these scientists.**

Animal Supervisors in AFMC

63.161 With the recruitment qualification of degree in Veterinary science or licentiate in Veterinary Science or M.Sc. in Zoology. Animal Supervisor in AFMC is in the scale of Rs.1640-2900. We have considered the demand for upgradation of the pay scale and **recommend that this post may be encadred in the proposed Central Veterinary Service and should be placed in the scale of Rs.2200-4000 in the future. However, since the present incumbent is having the qualification of M.Sc. in Zoology, we recommend that he may be given the replacement scale of Rs.2000-3500.**

Medical Social Workers

63.162 Medical social workers in Military Hospitals are recruited with a qualification of MA (Social Work) or BA plus diploma in Social Service Administration in the scale of Rs.1600-2660. They have demanded upgradation of their pay scale. Ministry of Defence have stated that job content of these employees is comparable with those of their counterparts under the Ministry of Health & Family Welfare.

Our recommendations

63.163 In line with our recommendations in the chapter on para-medical staff **we recommend that, their initial pay scale should be upgraded to Rs.1640-2900 and the higher pay scales of Rs.2000-3500 and Rs.2500-4000** may be made available to them under the **provisions of dynamic ACP Scheme.**

Lady Health Visitors.

63.164 We have also considered the demand for upgradation of the pay scale of Lady Health Visitors. In line with our general recommendations on Lady Health Visitors, **we recommend upgradation of the pay scales of these staff in Military Hospitals from Rs.1200-2040 to Rs.1400-2300.** The higher pay scales of Rs.1600-2660 and Rs.1640-2900 will be admissible to them under the provisions of dynamic ACP Scheme.

ARTIFICIAL LIMB CENTRE, PUNE

Our

63.165 Artificial Limb Centre, Pune is a specialised unit producing artificial limbs

recommendations and orthopaedic appliances for use of service and civilian patients. In line with our recommendation for workshop staff, we recommend the following rationalised structure for the tradesmen and Supervisory staff in the organisation:

PROPOSED GRADES	EXISTING NOS. OF POSTS	NO.OF POSTS FOR FUTURE MANNING	REMARKS
Supervisor Tech. Gd.I (Limb Maker/ Limb Fitter) (Rs.2000-3500) 100% Promotion	2	1	The existing Chief Limb Fitter and Supervisor Tech. Grade I (Limb Maker) who are in the scale of Rs.1640-2900 will be placed in this grade.
Supervisor Tech. (Limb Maker/ Fitter) (Rs.1640-2900). 100% Promotion	2	2	The existing Super-Gr.II visor Tech.Gr.II (Limb Limb Fitter and Supervisor Tech Gr.II (Limb Maker) who are in the scale of Rs 1400-2300 will be placed in this grade.
Supervisor Tech. (Limb Maker/ Limb Fitter) (Rs.1600-2660) 100% promotion.	1	2	The existing Super-Gd-III visor Tech.Gd.III (Limb Maker) who are in the scale of Rs.1400-2300 will be placed in this grade.
Leading Hand (Limb Maker/ Limb Fitter) (Rs.1400-2300) 100% promotion	9	4	The existing Limb Tech Fitter and Leading Hand Tech. who are in the scale of Rs.1400-2300 will be placed in this grade.
Tradesman 'A' (Rs.1320-2040) 100% promotion.	56	33	The existing Limb Maker Carpenter and Limb Maker (Leather Fabric Catilmid) who are in the scale of Rs.1320-2040) and Bench Fitter. Boot Shoe Maker (Surgical) and Boot Shoe Maker (Ordinary) who are in the

			scale of Rs.1200-1800 will be placed in this grade.
Tradesman 'B' (Rs.950-1500) 80% DR with essential qualification of Matric+ ITI in the appropriate trade. 20% promotion from Laskar/Mazdoor (Semi-Skilled)	1	29	New Grade to be introduced to conform with the industrial pattern. In future recruitment will be made in the trades of Limb Maker (Leather Fabric Catailmid), Limb maker carpenter, Bench Fitter, Boot Shoe Maker (Surgical-ordinary). The existing Carpenters (Rs.950-1500) will beplaced in this grade.
Mazdoor/Laskar (Semi-Skilled) (Rs.800-1150)	nil	7	This will be new intermediate grade for Laskar/ Mazdoor (Rs.750-940).
Laskar/Mazdoor (Rs.750-940) By transfer, failing which by DR	17	10	The existing Laskar/ Mazdoor (Rs.750-940) will be placed in this grade.

Hosiery knitters

63.166 We find that Hosiery Knitters have no avenues of promotion. **To provide some career progression, we recommend the following grade structure for them:**

PROPOSED GRADES	EXISTING NOS. OF POSTS	NO.OF POSTS FOR FUTURE MANNING	REMARKS
Hosiery Knitter Gd.I(Rs.1320-2040) 100% promotion	-	1	New Grade to be introduced.
Hosiery Knitter Gd.II (Rs.950-1500) 100% promotion	-	2	New Grade to be introduced.
Hosiery Knitter	3	3	The existing Hosiery Gd.III

(Rs.800-1150) DR, which by promotion. DR qualifications 8th Pass with 4 years experience in the trade.			knitter (Rs.800-1150) 50% will be placed in this failing grade.
Ward Boy/ Ambulance Asstt. (Rs.750-940). 100% DR with essential qualification of 8th pass.	9	6	The existing Ward Boy and AmbulanceAsstt. (Rs.750-940) will be placed in this grade.

PLB

63.167 Since Artificial Limb Centre is a manufacturing Unit, its **employees should be paid productivity linked bonus.**

CANTEEN STORES DEPARTMENT

General

63.168 The Canteen Stores Department is engaged in supply of consumer products to Armed Forces personnel ex-servicemen and defence civilians dispersed over the country. The organisation procures consumer products in bulk from the manufacturers and distributes them to its depots to meet the requirements of Unit Run Canteens. The organisation is headed by a General Manager of the rank of Major General or equivalent.

Suggestions

63.169 We have received suggestions regarding constitution of an organised Group 'A' service for manning the management posts in the CSD, complete civilianisation of the organisation, better promotion avenues for Group 'A' personnel and upgradation of the pay scale of store keeper Gd-I.

Our recommendations

63.170 We have examined the suggestion for constitution of an organised Group 'A' service in the CSD in the context of the existing manning policy and pattern of direct recruitment. We find that the higher level posts in the CSD are primarily manned by Service officers on deputation basis. Also, direct recruitment of civilians in Junior Time Scale (Rs. 2200-4000) through UPSC is not on a regular basis, as the numbers involved are very few. In view of these considerations, it may not be a viable proposition to constitute a separate, organised service for the CSD.

63.171 On the issue of complete civilianisation of the CSD, the Ministry of Defence have informed us that they are not in favour of the manning of the CSD exclusively by civilians. We, therefore, do not recommend any immediate change in the existing manning policy.

63.172 As regards the need for alleviating stagnation in the ranks of

civilian officers of the CSD, our recommendations on the ACP scheme for Group 'A' services will take care of the problem.

63.173 In line with our general recommendations on the Store keeping staff, **we recommend the following revised pay scales for the Storekeeping Staff in the CSD :**

EXISTING	PROPOSED
Asstt Manager (Rs. 2000-3200)	**Asstt. Manager (Rs. 2000-3500)**
Store Keeper Grade I (Rs. 1600-2660)	**Store Keeper Grade I (Rs. 1640-2900)**
Store keeper Gd. II (Rs.1400-2300)	**Store Keeper Grade-II (Rs.1600-2660)**
Store Keeper Gd. III (Rs.1200-2040)	**Store Keeper Grade-III (Rs.1320-2040)**

DIRECTORATE GENERAL OF DEFENCE ESTATES

General

63.174 The Directorate General of Defence Estates is entrusted with the responsibility of acquisition, requisitioning and hiring of land and buildings for the three services, Ordnance Factories and other Defence establishments.

Clerical Staff

63.175 In the clerical cadre of this organisation the feeder grade of Technical Assistant and the promotional grade of Office Superintendent Grade II are in the same pay scale of Rs.1400-2300. In line with our recommendations on clerical staff in subordinate offices, **we recommend the following restructuring in this organisation:**

EXISTING	PROPOSED
Office Superintendent Gd.I (Rs.1600-2660)	Office Superintendent (Rs 1640-2900)
Office Superintendent Gd.II (Rs.1400-2300) } Technical Assistant }	Technical Assistant (Rs 1600-2660)

(Rs.1400-2300) }	
Upper Division Clerk (Rs.1200-2040)	Upper Division Clerk (Rs.1320-2040)
Lower Division Clerk (Rs.950-1500)	Lower Division Clerk (Rs.950-1500)

63.176 With this restructuring there will be only one grade of Office Superintendent and the existing Office Superintendent Gd-II and Technical Assistant will be merged into the single grade of Technical Assistant.

Field Staff

63.177 In line with our general recommendations in respect of Forest Guards, **we recommend the following restructuring for Forest Guards and Chainman in the Defence Estates:**

EXISTING STRUCTURE		PROPOSED STRUCTURE		REMARKS
GRADE	**NO. OF POSTS**	**GRADE**	**NO. OF POSTS**	
Forester (Rs.825-1200)	1	Forester (Rs.1320-2040)	1	
--------		Head Forest Guard (Rs.975-1660)	1	By upgradation of 1 post Forest Guard
Forest Guard (Rs.750-940)	7	Forest Guard (Rs.825-1200)	6	Forest Guard may be given a higher startwith two advance increments and his entry qualification raised from VIIIth standard to Matriculation.
--		Chainman I (Rs.1320-2040)	26	By upgradation
--		Chainman II (Rs.950-1500)	30	By upgradation
Chainman (Rs.775-1025)	106	Chainman III (Rs.825-1200)	50	Entry qualification may be raised from VIIIth class to Matriculation.

63.178 Since Forest Guards have been provided with separate promotion grades, in future they will cease to be the feeder grade to Chainman

HISTORY DIVISION

General

63.179 History Division is entrusted with the job of assisting the three services Headquarters and Ministry of Defence in recording war history, christening new defence establishments, designing crests and badges and coining suitable mottoes for the defence units and formations.

Suggestions made

63.180 The suggestions made before us pertain to general improvement of the promotion prospects of the personnel in the History Division and upgradation of the pay scale of Research Assistant in the division.

Our recommendations

63.181 Keeping in view the recruitment qualifications of personnel, we recommend the following restructuring in the History Division which will provide a more streamlined and rationalised structure of career progression :

EXISTING STRUCTURE		PROPOSED STRUCTURE	
GRADE	**NO. OF POSTS**	**GRADE**	**NO. OF POSTS**
1 Director (Rs.3000-5000)	1	Director (Rs.3700-5000)	1
2. Deputy Director (Rs.3000-4500)	2	Deputy Director (Rs.3000-4500)	2
--		Assistant Director (Rs.2500-4000) (New grade) to be created by upgrading one post of newly designated Research Officer.	1
4. Assistant Director (Rs.2000-3500)	3	Research Officer (Rs.2000-3500)	2
5. Research Assistant (Rs.1600-2660)	3	Research Assistant (Rs.1640-2900)	3
6. Heraldic Assistant (Rs.1400-2600).	1	Heraldic Assistant (Rs 1640-2900)	1

Amendment to R&P Rules

63.182 Recruitment Rules in respect of posts of and above Assistant Director may be amended to make these posts entirely promotional. Direct recruitment may be resorted to only at the level of Heraldic Assistant, Research Assistant and 50% of posts of Research Officer.

JOINT CIPHER BUREAU

General

63.183 The Joint Cipher Bureau is an inter-service organisation in the MOD dealing with the highly sensitive subject of secret communications. It is engaged in development, production and maintenance of Cryptographic (or cipher) systems which are essential for protecting classified communication. It caters to the cryptographic needs of the three services of our Armed Forces and several other Ministries and departments. While the Bureau is administratively under the control of the CAO, MOD, it is placed under the Department of Defence Research and Development in respect of its technical functions.

Suggestions made

63.184 The suggestions made before us regarding the JCB personnel mainly relate to upgradation of pay scales at most of the levels on functional grounds

Our recommendations

63.185 While examining the suggestions, we find that the existing pay scales of Director, Deputy Director, Sr. Systems Security Officer - I and Sr. System Security Officer - II are commensurate with the nature of duties and responsibilities attached to these posts and the pattern of recruitment. We, therefore, do not recommend any upgradation in their pay scales.

63.186 Of the remaining mainstream posts in the JCB, while Systems Security Officer, Sr. Technical Assistant and Technical Assistant are engaged in programming and data-processing work, D.E.O. 'B' and D.E.O. 'A' do the data entry work. In keeping with our general recommendations on EDP Staff, we recommend the following structure for these programming, data-processing and data-entry staff in the JCB :

EXISTING STRUCTURE		PROPOSED STRUCTURE	
GRADE	**NO. OF POSTS**	**GRADE**	**NO. OF POSTS**
1. System Security Officer (Rs.2000-3500)	21	Systems Security Officer (Rs.2375 -3750)	21
2. Sr.Technical Assistant (Rs.1640-2900)	7	Sr.Technical Assistant (Rs.2000-3500)	7
3. Technical Asstt. (Rs.1400-2600)	87	Technical Assistant (Rs.1640-2900) 20% of posts now being filled by promotion of DEO	87

		B' may be filled by promotion of DEO 'C'	
4.	---	DEO 'C' (Rs.1600-2600) (new grade to be introduced which will be 100% promotional grade for DEO 'B')	12
5.	DEO 'B' (Rs.1350-2200)	DEO 'B' (Rs.1400-2300)	22
6.	DEO 'A' (Rs.1150-1500)	DEO 'A' (Rs.1200-2040)	44

Printing staff

63.187 In the Reprographic Division of the JCB, all the posts pertain to the printing staff. Keeping in view their job content and recruitment qualification and our general recommendations for the printing staff, **we recommend the following changes in the Reprographic Division:**

EXISTING	RECOMMENDED
Technical Officer (Photo-Litho) (Rs.2000-3200)	Technical Officer (Photo-Litho) (Rs.2000-3500)
Artist Retoucher (Rs.1600-2660)	Artist Retoucher (Rs.1640-2900)
Assistant Artist Retoucher (Rs.1400-2300)	Assistant Artist Retoucher (Rs.1600-2660)
Senior Artist (Rs.1600-2660)	Senior Artist (Rs.1640-2900)
Artist Gr.I (Rs.1400-2300)	Artist Gr.I (Rs.1600-2660)
Artist Gr.II (Rs.1350-2200)	Artist Gr.II (Rs.1400-2300)
Reader Gr.I (Rs.1350-2200)	Reader Gr.I (Rs.1400-2300)

Camera-men

63.188 **Of the three posts of Cameramen in the scale of Rs.1400-2300 one post may be upgraded to the grade of Senior Cameraman, to be granted the scale of Rs.1640-2900.**

Xerox operator

63.189 Assistant Machine Operator (Xerox) in the scale of Rs 1200-1800 may be given replacement scale and this will be a dying grade **In future, Xerox Machine should be operated by Auxiliary Staff.**

MILITARY ENGINEERING SERVICE

General

63.190 The Military Engineering Service (MES), provides support services to the Army, Navy, Air Force, Coast Guard, Ordnance Factories and the Defence Research and Development Organisation. It is responsible for the execution of various types of civil works. The MES functions under the overall supervision of the Engineer-in-Chief, a service officer, who, inter-alia, is the Adviser to the Ministry of Defence and the three Services on construction engineering.

63.191 The M.E.S. works are executed through contracts under the supervision of officers and subordinate staff. There are nearly 450 stations spread all over India, where the MES are employed. About one lakh employees, both combatant and civilian, work in MES. While the officer cadre has an All India Service liability, the subordinate cadres are restricted to area-based employment. The officer cadre of the MES includes an organised Group 'A' engineering service, and surveyor and architect cadres These cadres also have subordinate engineering staff and draughtsmen. We have made recommendations on these personnel in our chapter on Engineering Services.

Barrack and Stores Cadre

63.192 The Barrack and Stores (B/S) Cadre in MES are entrusted with the job of handling stores of Engineering, Ordnance, Army Service Corps and local origin; manufacture of furniture, its repair, accounting and issue, handling/taking over of buildings and collection of revenue on account of buildings, furniture, water and power etc.

Demands

63.193 It has been brought to our notice that the feeder and promotion grades of Mate and Storeman are in the same pay scale of Rs 800 - 1150, Storekeeper Grade I and Supervisor Barrack and Stores - II are both in the pay scale of Rs. 1200 - 2040 and that Superintendent B/S-I in MES is in the scale of Rs. 1400 - 2600 while its equivalent posts in other defence establishments are in the scale of Rs. 1600 -2660. Meter Readers Grade - I in the scale of Rs. 1200 - 1800 on promotion to SK Grade - I in the scale of Rs. 1200 - 2040 stagnate quickly. Demands have been made for restructuring the cadre and the AIDEF has also proposed bifurcation of the B & S cadre.

Present Position

63.194 We have been informed by the Ministry of Defence that, at the instance of the Fourth CPC, a sub-committee had gone into the problems of this cadre. On its recommendation all suitable matriculate storemen have since been upgraded to SK -II against 311 vacancies of SK-II No further recruitment to the post of Storeman is being made

63.195 We have considered the demands placed before us and the

recommendations recommendations of the Sub-Committee. Keeping in view the general pattern recommended by us for the Storekeeping cadre, we recommend the following restructuring of the B/S cadre in the MES :

EXISTING GRADE AND PAY SCALES	PROPOSED GRADES AND PAY SCALES
Principal Barrack & Stores Stores Officer(Rs.3700-5000)	Principal Barrack &Store Officer(Rs.3700-5000)
Senior Barrack & Stores Officer(Rs.3000-4500)	Senior Barrack & Stores Officer (Rs.3000-4500)
---	Barrack & Stores Officer Grade - I (Rs. 2500 - 4000) To be introduced by upgrading 50% of posts in 2000-3500 to this scale. This will make the progression gradual.
Barrack & Stores Officer (Rs. 2000 - 3500)	Barrack & Stores Officer Grade -II (Rs. 2000 - 3500) The existing BSO and Supervisor B/S Grade - I (Higher Scale) will be placed in this pay scale due to pay rationalisation.
Supervisor Barrack & Stores Grade - I (Higher scale) (Rs. 2000 - 3200)	-----
Supervisor Barrack & Stores Grade - I (Rs. 1400 - 2600)	Supervisor Barrack & Stores Grade - I (Rs. 1640 - 2900) Due to upgradation of feeder scale.
Supervisor Barrack & Store Grade - II (Rs. 1200 - 2040)	Supervisor Barrack & Stores Grade-II (Rs. 1600 - 2660) This is the next higher scale in subordinate offices.
Storekeeper Grade I (Rs. 1200 - 2040)	Storekeeper Grade I (Rs. 1320 - 2040) due to pay rationalisation.
Storekeeper Grade II (Rs. 950 - 1500)	Storekeeper Grade II (Rs. 950 - 1500) 50% DR with 10+2 qualification. 50% promotion from Matriculate Storekeeper, Matriculate Meter Reader and Matriculate Packer Grade - II

Remaining Personnel

63.196 The remaining existing non-matriculate Storemen should get the replacement scale of Rs. 800 - 1150 and be provided with one more ACP scale of Rs 950 - 1500. Since the grade of Storeman will be a dying grade to which mates will not be promoted, the remaining non-matric mates who will at present get replacement scales may be provided the scale of Rs 950 - 1500 under the provision of ACP Similarly, Packers, who do not get promotion to StoreKeepers may be granted the replacement scales, of Rs 800 - 1150 and Rs. 950 - 1500 which will also be ACP grades for them.

Meter Readers

63.197 As Meter Readers in MES functionally correspond to the workshop Staff, we feel that they should have a separate line of promotion independent of B/S cadre. **Accordingly we recommend the following structure for them** :

EXISTING GRADE AND PAY SCALES	PROPOSED GRADES AND PAY SCALES
----	Meter Reader (Master Craftsman) (Rs 1400 - 2300) 5% of total posts of Meter Readers will be in this grade.
Meter Reader HS - II (Rs 1200 - 1800)	Meter Reader (Highly Skilled) (Rs. 1320-2040)
Meter Reader (Rs 950 - 1500)	Meter Reader (Skilled) (Rs. 950 - 1500)

Higher level posts

63.198 The Engineer-in-Chief branch has suggested creation of two posts of Director (in the scale of Rs. 4500 - 5700) and increase in the existing number of posts of Principal Barrack and Stores Officer in order to provide better promotion avenues to the directly recruited Barrack and Stores Officers. We recommend that the Ministry may consider this issue keeping in view its functional requirements

Cadre Review

63.199 Demand has been put forth for conducting cadre review of the B/S cadre. The Ministry have informed us that as a sequel to a partial cadre review 311 posts of Store Keepers Grade - II have been released and that 274 Storemen have been promoted. This partial cadre review has ameliorated the problem of stagnation to some extent. We feel that the Department should have a comprehensive cadre review

Ministerial Cadre

63.200 For the administrative/Ministerial cadre of MES the Engineer-In-Chief Branch has proposed restructuring of the cadre which includes merger of the grades of Administrative officer Grade II and Grade I, creation of post of Administrative Officer at GE Offices, creation of Deputy Director General (Personnel) in this stream and direct recruitment at the level of Administrative Officer Grade I

Our recommendations

63.201 We have considered these and other related issues and in line with the general pattern formulated for the Administrative/Ministerial Staff in subordinate offices we recommend the following restructuring of the

ministerial cadre in MES.

EXISTING GRADE STRUCTURE	PROPOSED GRADE STRUCTURE	REMARKS
Principal Administrative Officer (PAO) (Rs 3700-5000)	PAO (Rs. 3700-5000)	No change
Senior Administrative Officer (SAO) (Rs 3000-4500)	SAO (Rs 3000-4500)	No change
Administrative Officer Gd I(AO- I) (Rs 2375-3500)	AO I (Rs.2500-4000)	Upgraded in line with general pattern
Administrative Officer Gd II (AO II (Rs.2000-3200)	AO II (Rs 2000-3500)	To infuse fresh talent 20% DR to be introduced with essential qualification of Degree + 3 years. experience of Administration & Accounting in Supervisory capacity

63.202 With regard to existing posts below AO II, our recommendations on the common category of Clerical Staff in subordinate offices will apply.

NATIONAL DEFENCE ACADEMY

General

63.203 National Defence Academy is a premier institute which trains cadets for commissioning into the three Services. Civilian academic officers viz. Vice Principal, Professors, Readers and Lecturers of NDA were sanctioned a special compensatory allowance (SCA) of Rs. 150/- per month by the Third CPC which has remained unchanged.

Demands

63.204 The academic officers have suggested enhancement of this SCA to bring it at par with the rates of Special Compensatory Allowance applicable to other central government employees. The Army Headquarters have supported this demand.

Our recommendations

63.205 We have been informed by the Ministry of Defence that these officers have been extended the UGC package for pay and career progression without any modification. At the time of extending the UGC scheme, the Ministry of Finance had opined that the SCA should be discontinued as SCA is inconsistent with the UGC package. Elsewhere in our report we have recommended 15% of

basic pay as training allowance for teaching faculty in training institutes. For civilian academic officers of NDA also we recommend grant of training allowance' in place of the existing SCA.

NATIONAL DEFENCE COLLEGE

Demands

63.206 There is one post of Assistant Cartographer in the National Defence College (NDC) in the pay-scale of Rs.2000-3500 carry the recruitment qualification of M.A. in Geography + 3 yrs. experience in cartography It has no promotion prospects. It has been demanded that its pay scale be revised to Rs.2200-4000.

Our recommendations

63.207 Since the pay scale conforms to the standard scale being recommended for post graduate entry we do not recommend any change in the existing pay scale. However, as this is an isolated post with no further promotion. we recommend the following higher scales under the provisions of the ACP for the post:

Rs.2500-4000
Rs.3000-4500

63.208 We also suggest that in future, the post of Asstt. Cartographer in-the NDC should be filled by the deputationists from the Naval Hydrographic Office.

NATIONAL CADET CORPS

Objectives

63.209 National Cadet Corps (NCC) was established in 1948 and has a cadet strength of 11.60 lakhs now. NCC has the following broad objectives

a) To develop qualities of character, courage. comradeship. discipline, leadership, secular outlook, spirit of adventure, sportsmanship, and the ideals of selfless service among the youth to make them useful citizens.

b) To create a human resource of organised, trained and motivated youth to provide leadership in all walks of life including Armed Forces and be always available for the service of the nation.

Personnel

63.210 The National Cadet Corps is staffed by personnel drawn from the following diverse cadres:-

a) Regular Officers drawn from the three services viz., Army. Navy and Air Force.
b) Whole Time National Cadet Corps Officers (both male and female).
c) Civilian Officers/Staff.
d) Associate National Cadet Corps Officers.
e) Girl Cadet Instructors.
f) Permanent Instructional (PI) Staff from the three services.

Organisation

63.211 The Headquarters of DG, NCC located at Delhi and headed by an officer of the rank of Lieutenant General functions as an inter service organisation under the Ministry of Defence. NCC is organised into 16 state directorates. which are further divided into groups and units.

NCC permanent Commission Officers

63.212 The DG NCC has proposed that pay and other service benefits viz, rank pay, DA, IR, CCA, housing, medical leave etc. of NCC permanent Commission (Whole Time officers) and Whole Time Lady NCC Officers should be at par with service officers.

Recommended Pay Scales

63.213 We have considered these proposals in the back drop of the existing position. At present NCC Officers are also paid on the basis of integrated scales but the starting pay is Rs.2200 against Rs.2300 for Service Officers. At the ranks of Lieutenant, Captain, Major and Lt. Col, the starting point is one increment less than the corresponding service officers. **On the lines of the regular pay scales, recommended by us for service officers and maintaining the existing differentials we recommend the following pay scales for NCC officers:**

i)	Lt. Col.	Rs.13100-400-16700
ii)	Major	Rs.11300-325-14550
iii)	Captain	Rs.9300-300-11300
iv)	Lieutenant	Rs.8000-300-9800

Rank Pay

63.214 **In addition, the following Rank Pay may be paid as has also been suggested for service officers:**

Lt.Col.	Rs.1600
Major	Rs.1200
Captain	Rs. 400.

ACP Scheme

63.215 The manner of pay fixation on promotion as well as on revision may be the same as recommended for Armed Forces officers. As regards the ACP scheme for NCC officers, maintaining relativities with service officers, the first ACP upgradation to the scale of Captain may be granted after 7 years' service, the second to the scale of Major after 14 years' service and the third to that of Lt.Col. after 20 years' service.

Other benefits

63.216 Benefits like CCA, housing, high altitude allowance, hazard and border area allowance, hostel subsidy, purchase of conveyance, leave, medical facilities after retirement, pension, commutation, gratuity etc. should be granted at par with service officers, as per existing provisions.

Ration money and uniform allowance

63.217 Ration money may continue to be admissible only for camps as at present. **Kit maintenance allowance for NCC whole-time officers may be revised from Rs.80/- per month to Rs.150/- per month. Outfit Allowance may be revised from Rs.1500/- to Rs.3000/-.**

NCC Whole Time Lady Officers

63.218 We have been informed by the Ministry of Defence that Government have approved creation of 110 posts of NCC whole time lady officers. As per the existing recruitment rules, 20% of these posts are to be filled by promotion of Girl Cadet Instructors possessing qualifications prescribed for direct recruitment and on the basis of a limited departmental competitive examination

Keeping in view the fact that a special entry scheme has been launched for entry of women into the Army, Navy and Air Force on short service commission basis and with a view to providing them a fuller career and a retirement scheme, we recommend that vacancies of NCC whole time lady officers may be filled from volunteers of the SSC Lady Officers of the Army, Navy and Air Force.

Girl Cadet Instructors

63.219 A cadre of Girl Cadet Instructors (GCIs) was created in NCC in 1963 on contractual basis on a consolidated pay. In 1981 they were granted permanent status and placed in the grades of Sergeant Major Instructors and Under Officer Instructors with pay scales of NCOs/JCOs depressed at both the ends. In respect of these GCIs, Ministry of Defence has proposed that since the GCIs are civilian employees and are feeder grades to the NCC Lady Whole Time officers, they may be placed in three graded civilian pay scales which will also take care of their career aspirations

Our recommendations

63.220 We have considered the detailed proposal and find that the Male Instructors in NCC are primarily from the NCO/JCO cadres of the Army. They are reverted to the regular Army after their tenure in NCC, while GCIs are permanently deployed in NCC girl wings. Further, the recruitment qualifications of the GCIs are higher than those of JCOs/NCOs and their rank structure and terms of engagement are also different. We, therefore, feel that the demand for civilian pay scales is justified. In view of the above, we recommend restructuring of the cadre of GCIs as follows:

EXISTING	PROPOSED	REMARKS
	Girl Cadet Instructor-I (Rs.1640-2900)	New promotion grade to be grade to becreated. This will also be the second ACP scale.
Under Officer Instructor (Rs.1410-2140)	Girl Cadet Instructor-II (Rs.1600-2660)	A promotion grade and first ACP scale
Sergeant Major Instructor. (Rs.1040-1440)	Girl Cadet Instructor-III (Rs.1320-2040)	Entry grade

Other provisions

63.221 We agree with the suggestion of the Ministry of Defence that after implementation of the civilian pay scales, the existing provisions of ration allowance and railway warrants may be withdrawn and replaced by civilian provisions.

Age of Superannuation

63.222 The Ministry has also proposed enhancement of age of superannuation of GCIs from 52 years to 55 years on the ground that NCC Whole Time Lady Officers superannuate at 55 years of age and age of retirement of Physical Training Instructors in government schools is higher. We have considered all relevant factors and are inclined to agree with the Department's proposal of enhancing the age of retirement of GCIs from 52 years to 55 years.

Strength of GCIs

63.223 The Ministry of Defence have stated that the existing strength of GCIs is inadequate. Keeping in view the requirement of training about 1,42,000 girl cadets, 152 new posts of GCIs are required to be created in lieu of service personnel now engaged in instructional activities of NCC. We feel that MOD may consider this proposal keeping in view the functional justification.

Civilian gliding Instructors

63.224 Civilian Gliding Instructors (CGI) in the NCC are in the pay scale of Rs.2200-4000 and have no promotion avenues. The Department has suggested that they may be provided two promotion scales. We have considered the proposal in detail and feel that the provision of time bound upgradation of pay scales under the ACP scheme recommended by us for group 'A' officers will meet the career aspirations of these CGIs.

Packers in NCC

63.225 With regard to 'Packers' in NCC who have been classified as group 'C' but given Group 'D' pay scale, classification as Group 'C' has been demanded. Elsewhere we have recommended that 'Packers' will form part of the multi-skilled Auxiliary Staff'. Packers in NCC should also be placed in this category and the relevant replacement scales and ACP scales will apply to them.

Markers in NCC

63.226 In NCC, markers are in the scale of Rs.750-940. A demand has been advanced for upgradation of their pay scale to Rs.800-1150 to equate them with 'Markers' in other Defence establishments. We have examined this and since markers in NCC are more akin to the multi-skilled 'Auxiliary Staff', we recommend their placement in this category with initial pay scale of Rs.750-940. Existing incumbents may however be granted replacement scales.

DIRECTORATE OF PUBLIC RELATIONS

Demands

63.227 Business Manager' of Sainik Samachar is an isolated post in the scale of Rs.2000-3500. A higher scale of Rs.3000-4500 has been demanded for this post.

Our recommendations

63.228 The post of Business Manager is filled under the first proviso of the recruitment rules which provide for transfer on deputation of persons in the scale of Rs.1640-2900 or Rs.1400-2600 or Rs.1400-2300 with qualifications of graduation and three years' experience in the field. Considering the nature of duties and responsibilities of the post as explained by the Ministry of Defence, we feel that a senior functionary should man the post. In view of the fact that the post requires no specialised qualifications, we recommend that the post be encadred with the Armed Forces Headquarters Civil Service and in future an incumbent in the scale of Rs.2500-4000 be deployed on the post. The present incumbent, however, may be granted the replacement scale.

RASHTRIYA INDIAN MILITARY COLLEGE

General

63.229 Rashtriya Indian Military College (RIMC) provides preparatory training to boys to enable them to join the Armed Forces as Commissioned Officers. Education on public school pattern upto 10+2 level is imparted at the RIMC.

Demands

63.230 Civilian Masters at the RIMC are recruited in the grade of Master (Rs.2000-3200) with the requisite qualification of master's degree with degree or diploma in education plus one year's teaching experience. Their next promotion grade is Section Master (Rs.2200-4000). We have been informed that there is a problem of retention in the grade of Master due to lack of promotion prospects. It has been suggested that adequate promotion opportunities may be provided for the cadre of Civilian Masters to get over this problem.

Our recommendations

63.231 Having regard to their recruitment qualifications and the need for adequate career progression, we recommend the following structure for Civilian Masters in RIMC :

EXISTING GRADE	NO. OF POSTS	PROPOSED GRADE	NO. OF POSTS	REMARKS
Section Master (Rs.2200-4000) By promotion	5	Section Master (Rs. 2200-4000) By promotion	5	This scale will also be admissible as 2nd ACP scale.
		Master Gd.I (Rs. 2500-4000) By promotion.	5	New grade introduced by upgrading 5 posts of Masters to provide better pay progression. This will also be the first ACP scale.
Master (Rs.2000-3200) By DR.	15	Master Gd.II (Rs. 2000-3500) By DR.	10	Pay scale upgraded by pay rationalisation

SCHOOL OF FOREIGN LANGUAGES

General

63.232 The School of Foreign Languages (SFL), founded in 1949 is the only Government institution teaching as many as ten foreign languages to officers of Indian Armed Forces. It also caters to the needs of other ministries of the Government of India.

Suggestions made

63.233 It has been suggested that the promotion prospects of the teaching faculty of the SFL be improved either by bringing them on to the UGC pattern or giving time-bound promotion.

Our

63.234 Since our general recommendations on the ACP scheme would

recommendations also apply to personnel in this organisation, part of their grievance on poor promotion prospects would be taken care. In order to provide some functional promotions and also a more streamlined progression in pay scales; we recommend the following restructuring of the posts in the SFL:

EXISTING STRUCTURE		PROPOSED STRUCTURE	
GRADE	NO. OF POSTS	GRADE	NO. OF POSTS
Director (Rs.4100-5300)	1	Director (4500-5700)	1
	--	Reader (Rs.3700-5000) (To be created by upgradation of one post of Sr. Lecturer)	1
Sr. Lecturer (Rs.3000-4500)	2	Sr. Lecturer (3000-4500)	1
Lecturer (Rs.2200-4000)	13	Lecturer (2200-4000)	13

SECURITY OFFICE

General Background

63.235 In the Security Office of the Ministry of Defence there are reception staff with the designations of Supervisor, Senior Reception Officer and Junior Reception Officer. With regard to these reception staff in MOD and in the Ministry of Home Affairs, the Fourth CPC had observed that the duties of the receptionists could be performed by the Secretariat Clerical Service after some training and had, accordingly, recommended merger of reception staff of the Ministry of Home Affairs with the Central Secretariat Clerical Service and of the staff in Ministry of Defence with the AFHQ Clerical Service However, due to difference in their pay scales this merger could not take place

Demands

63.236 The reception staff under the MOD have demanded upgradation of their pay scales and provision of time scales to overcome stagnation in their ranks They have also asked for enhancement of the rates of Summer and Winter Allowance separately granted to them.

Our recommendations

63.237 Keeping in view their recruitment qualifications and nature of work we recommend that their pay scales be upgraded to match with the

grades available to AFHQ Clerical Service and AFHQ Civil Service and be encadred with the AFHQ Clerical Service/AFHQ Civil Service at appropriate levels. As and when they are posted on reception duty, they will carry designations of reception staff. Accordingly we recommend following restructuring in their designations and pay scales:

EXISTING	RECOMMENDED
Chief Supervisor (Rs.1640-2900) + Rs.150/- as special pay	Supervisor (Rs.2000-3500)
Supervisor (Rs.1640-2900) } Sr. Reception Officer (Rs.1400-2300)	Sr. Reception Officer (Rs.1640-2900)
Junior Reception Officer (Rs.1200-2040)	Jr. Reception Officer (Rs.1200-2040)

63.238 With the upgradation in pay scales and encadrement with the AFHQ Clerical/Civil services suggested by us, regular promotion channels will open up for the reception staff besides the facility of ACP scheme. We therefore, recommend that the existing separate element of summer and winter allowance be discontinued.

SECURITY ESCORTS IN AFHQ/ISOs

General

63.239 Security Escorts Grade I and Grade II of the AFHQ, who are in the pay scale of Rs. 750 - 940 and Rs. 775 -1025 respectively are employed to escort visitors and to look after the tidiness of the Reception Office.

Proposal

63.240 They have demanded upgradation of their pay scales to those of Senior Gestetner Operators and Junior Gestetner Operators and provision of suitable promotion avenues.

Views of MOD

63.241 The Ministry of Defence have suggested that they may be given higher grades keeping in view the promotion avenues and grades available to the category of peons.

Our recommendations

63.242 Considering the nature of their duties and the mode of their recruitment, we recommend that Security Escorts in the AFHQ should form part of the Auxiliary Staff and not exist as a separate stream and the four pay scales proposed by us for Auxiliary Staff may be made available to them.

ORDNANCE FACTORIES ORGANIZATION

General

69.243 The Ordnance Factories Organization is a departmental undertaking engaged in the production of defence hardware. The primary objective of the organization is to meet the requirements of the Armed Forces for conventional lethal and non-lethal defence hardware with a view to achieving self-reliance in defence preparedness The organization has a network of 39 Ordnance Factories spread all over the country, having a work force of 1.64 lakhs and an annual turn-over of Rs.3,000 crores The existing range of products manufactured by Ordnance Factories include artillery and infantry weapons and other small arms, assorted ammunition, explosives and propellants, armoured vehicles and military transport vehicles, optical and opto-electronic instruments required by the Armed Forces, and combat uniforms, foot-wear and parachutes, etc. The manufacturing processes in Ordnance Factories correspondingly cover a very wide spectrum, i.e. engineering, metallurgical, chemical, optics, opto-electronics, textiles and leather Though Ordnance Factories are dedicated units for production of defence hardware for the Armed Forces, these factories have during the last few years been diversifying their products for the civil market with a view to optimizing the utilization of their capacities.

Organizational Structure

63.244 Though Ordnance Factories are departmentally run units of the Government, a Board form of management was introduced at the apex level in 1979. This is headed by the Director General Ordnance Factories (DGOF) as its Chairman and has nine members of the rank of Additional DGOF, each in charge of a division. Out of these nine divisions, five are operating divisions viz.(i) Ammunition & Explosives, (ii) Weapons, Vehicles and Equipment, (iii) Materials and Components, (iv) Armoured Vehicles and (v) Ordnance Equipment and four staff divisions, namely,(a) Planning & Materials Management and Technical Services, (b) Project Engineering Design Bureau, (c) Personnel and (d) Finance. Each of the operating divisions has a group of Factories under its direct control. At the unit level, Ordnance Factories are headed by either a senior General Manager or a General Manager, depending on their size and value of production - eight large Factories are headed by Senior General Managers and the medium and small Factories by General Managers.

Manpower profile Indian Ordnance Factories Service

63.245 All the management posts in the Ordnance Factories Organization are manned by the personnel belonging to the Indian Ordnance Factories Service (IOFS), an organized Group 'A' Central Service.

Indian Ordnance Factories Health Service (IOFHS)

63.246 The Medical Officers giving medical coverage to the employees of Ordnance Factories and allied establishments are organised into Indian Ordnance Factory Health Service (IOFHS), a Group 'A' Service. The IOFHS, having a cadre

strength of 275, is a composite cadre of General Duty Medical Officers (GDMOs) and specialists. GDMOs are recruited on the basis of the Combined Medical Services Examination conducted by the UPSC, which is common to the Central Health Service (CHS) and Indian Railway Health Service, etc. The specialist Medical Officers are recruited through interview by the UPSC, in the same manner as is done for the CHS.

Supervisory Staff

63.247 There are about 18,800 Group 'B' and 'C' supervisory staff belonging to the technical, non-technical and stores stream, who form the vital link between the management and the industrial workers and the non-industrial staff.

Industrial Employees

63.248 There are about 1 21 lakh industrial employees who constitute the main body of work-force in the Ordnance Factories. Industrial employees of Ordnance Factories are distributed in the standard six grades of Master craftsman, Highly Skilled Grade-I, Highly Skilled Grade-II, Skilled, Semi-skilled and unskilled. 70% of the industrial employees in Ordnance Factories are engaged directly in production activities and the remaining are deployed on maintenance, materials handling and inspection activities.

Our recommendations

63.249 The issues relating to the IOFS have been discussed and specific recommendations regarding the cadre made in the chapter on "Central Services Group 'A'" **Our general recommendations on the technical supervisory staff and workshop staff as common categories will apply** to the technical supervisory staff and workshop staff of Ordnance Factories. However, for the Technical Supervisory Staff of Ordnance Factories, the highest grade would continue to carry the designation of Junior Works Manager, while the other grades would be designated as Assistant Foreman, Chargeman - I and Chargeman - II as per the standard pattern

Indian Ordnance Factory Health Service

63.250 The posts in IOFHS are covered by our recommendations in the general chapter on Medical Services. However, regarding the cadre of IOFHS, we have received suggestions on upgradation of some posts of GDMOs and specialists. Here, it is pertinent to mention that both GDMOs and specialist Medical Officers of the IOFHS have been granted time bound promotions upto the grade of Rs.4500-5700. Promotions beyond this grade are vacancy based and creation of additional posts above this grade can therefore be justified only on functional grounds. The Department of Defence Production and Supplies have informed that a cadre review proposal for creation of 8 more posts at the SAG level (Rs.5900-6700) has already been approved by the DOPT and is under consideration of the Ministry of Finance. **In view of this we recommend upgradation of eight posts from the grade of Rs.4500-5700 to the level of Rs.5900-6700 for both the GDMOs and specialists of the IOFHS cadre. These eight posts should be distributed amongst the larger Factory Hospitals.**

Non-Technical Supervisory Staff

63.251 In terms of recruitment qualifications and duties and responsibilities, Supervisory Staff in OFs of the technical, non-technical and material management streams are comparable. Till the Third CPC, parity in terms of grades existed for these three streams. The Third CPC gave slightly higher scales to the two higher Supervisory levels of the technical streams vis-a-vis others, while maintaining the grade parity among them. The Fourth CPC recommended the same pay scale (Rs. 2000 - 3200) for the two higher grades of non-technical and material management streams which finally resulted in the merger of the two higher grades

Restoration of Parity

63.252 Both the OFB and Ministry of Defence have supported restoration of parity in terms of pay scales and grades among technical, non-technical and material management streams on functional exigencies of the organisation In view of this we recommend restoration of parity which would entail introduction of a higher grade of Rs. 2375-3750 (equivalent to Junior Works Manager) in non-technical and material management streams.

The revised grade structure for non-technical and material management streams may be as follows:

EXISTING STRUCTURE GRADE	PROPOSED STRUCTURE GRADE	RATIO	REMARKS
	Jr. Works Manager (Non-Tech./Stores) (Rs.2375-3750)	5%	New grade to be Introduced
Foreman (Non-Tech) Store Holder (Rs.2000-3200)	Asstt.Foreman (Non-Tech) Store Holder (Rs.2000-3500)	25%	Designation changed
Chargeman Grade I (Non-Tech./Stores) (Rs.1600-2660)	Chargeman Grade I (Non-Tech./Stores) (Rs.1640-2900)	25%	
Chargeman Grade II (Non-Tech./Stores) (Rs.1400-2300)	Chargeman Grade II (Non-Tech./Stores) (Rs.1600-2660)	45%	

63.253 However, we are unable to accept the suggestion that the existing grade of Supervisor (Non-Tech.) in the pay scale of Rs.1200-2040 should be upgraded to the grade of Chargeman Grade-II (Non-Tech.) so as to bring about complete parity between the technical and non-technical supervisory cadre.

Draughtsmen

63.254 At present, Draughtsmen in O.F.s are recruited in the scale of Rs.1200-2040 with the essential qualification of Matric + 2 years diploma in Draughtsmanship. Their next line of promotion is to the grade of Chargeman - II (Tech.) in the scale of Rs.1400-2300. Thus, there exists in effect only one grade of Draughtsman in Ordnance Factories.

63.255 Keeping in view the emerging functional requirements, OFB have suggested that the essential qualification for direct entry in the drawing and design cadre should be upgraded from matriculation with 2 years' Diploma in Draughtsmanship to 3 years' Diploma in Engg. To this end, they have suggested that the future vacancies in the drawing and design cadre should be filled by 3 years' Engg. Diploma holders in the existing scale of Rs. 1400 -2300 and designated as Chargeman - II(Tech.).

63.256 We recommend that future recruitment in drawing and design cadre should be from among the 3 years' Engg. Diploma holders. They would be designated as Chargeman - II (Tech.) and placed in the scale of Rs. 1600 - 2660 The existing incumbents (Draughtsmen) should however get the replacement scales.

Asstt. Staff

63.257 It has been suggested that the pay scale of Asstt. Staff Officers in

Officers

the OFB Headquarters should be brought at par with that of Junior Works Manager. At present, ASOs are equated with Section Officers of the CSS and we suggest that this equation should continue. Keeping in view the suggested grade structure in the Central Sectt., we recommend the following grade structure:

EXISTING	PROPOSED	REMARKS
Staff Officer (Rs.3000-4500)	Staff Officer (Rs.3000-4500)	
	ASO-I (Rs.2500-4000)	New grade by upgrading 25% posts of ASOs
ASO (Rs.2000-3500)	ASO-II (Rs.2000-3500)	

DIRECTORATE GENERAL OF QUALITY ASSURANCE

General

63.258 The Defence Quality Assurance Organisation headed by the Director General Quality Assurance functions under the Department of Defence Produc-tion & Supplies, Ministry of Defence. DGQA is the single largest Quality Assurance organisation in the country. In terms of personnel, it has 439 service officers, 965 civilian scientific officers, 100 Administrative/ Stores Officers, 772 Reclassi-fied Group 'B' Officers and 22,830 technical and other supporting staff on its strength, providing Quality Assurance cover and technical support for the arms, weapons, system & equipment being inducted into the Army and the Navy.

63.259 The organisation is structured on a 3-tier basis i.e. Directorates, Controllerates/Chief Quality Assurance Establishment and Senior Quality Assurance establishments. There are nine Directorates, thirty Controllerates/Chief Quality Assurance Estts. and eighty five Quality Assurance establishments located in different parts of the country.

Defence Quality Assurance Service

63.260 The Group 'A' complement of the civilian officers is organized into the Defence Quality Assurance Service (DQAS). The cadre structure of the DQAS is as follows:

POSTS	PAY SCALE	NO. OF POSTS
Additional DGQA	7300-7600	1
Director Gde. I	5900-6700	2
Junior Ad. Grade	4500-5700	59
Pr.Scientific Officer	3700-5000	104
Sr.Scientific Officer I	3000-4500	249
Sr.Scientific Officer II	2200-4000	276

Demands

63.261 The following suggestions with regard to the DQAS have been made before the Commission:-

i) The number of posts at the level of Director Gde-I should be increased.

ii) DQAS Officers may be covered by the Flexible Complementing Scheme of promotion

iii) A Grade equivalent to scientist 'F' (5100-6300) in DRDO should be introduced in DGQA.

Our Recommendations

63.262 We have considered the various suggestions made with regard to the cadre and **recommend that the Ministry of Defence may expedite the cadre review of the DQA Service** to improve the promotion prospects of Scientists in DGQA As regards the grant of Flexible Complementing Scheme, DGQA is basically a quality assurance establishment and no original research work leading to a new finding is carried out there. **Therefore while we do not recommend grant of FCS for DGQA Officers, the ACP scheme for Gp. 'A' Officers would apply to them.** We also do not recommend any change in the grade structure

Gp. 'B' and 'C' Technical and Scienti-fic Staff

63.263 The Gp B' and 'C' scientific and technical personnel of DGQA are structured on the lines of similar posts in DRDO. For scientific and technical personnel of DGQA, in view of the existing parity in structure with the DRDO and our recommendations with regard to those employees, **we suggest the following restructuring**:

	JSO (Rs.2500-4000)	
Foreman (Rs.2375-3750)	SSA (Rs.2375-3750) Existing SSA in 2375-3500 to be placed here	Chief D'man (Rs.2375-3750) Existing Chief D'men in 2375-3500 to be placed here
Asstt. F'man (Rs.2000-3500)	SA-I (Rs.2000-3500) Existing SSA in 1640-2900 to be placed here be placed here	Chief D'man-II (Rs.2000-3500) Existing Chief D'man in (2000-3200) to
Chargeman-I (Rs.1640-2900)	SA-II (Rs.1640-2900) Existing JSA-I to be placed here	D'man-I (Rs.1640-2900)
Chargeman-II (Rs.1600-2660)	SA-III (Rs.1600-2660) Existing JSA II	D'man-II (Rs.1600-2660) RR to be changed

	to be placed here	to 80% promotion 20% DR to be introduced. Qualifications For DR : B.Sc. or 3 years Diploma in Engg. D'man-III (Rs.1200-2040)

Sr Technical Assts and Technical Assistants

63.264 It has been represented that Senior Technical Assistants, like Foreman, SSA and Chief D'Man, are a feeder grade to JSO but, because of their exclusion from the Arbitration Award which granted some percentage of SSAs and Chief Draughtsman the higher scale of Rs.2375-3500, they were not granted the higher scale. In terms of recruitment qualifications and nature of duties and responsibilities, they compare with Foreman, SSA and Chief D'Man and the higher scale should also be provided to them. We have considered the demand and in line with our recommendations for the Group 'B' and 'C' Scientific, technical and design staff in DRDO, DGQA and DTD&P(Air) and keeping in view the recruitment qualifications of Technical Assistants and STAs, we recommend the following revised structure for STAs and TAs in the DGQA Organization:

EXISTING	PROPOSED	REMARKS
	STA I (Rs.2375-3750)	41% of STAs may be placed in this grade
STA (Rs.1640-2900)	STA II (Rs.2000-3500)	59% of STAs may be placed in this grade
:		
:		
:	TA-I	50% of TAs may
:	(Rs 1640-2900)	be placed in
:	:	this grade
:	:	
TA (Rs.1400-2300)	TA-II (Rs.1600-2660)	50% of TAs to be placed in this scale.

Housing for Permanently Seconded DGQA Officers

63.265 It has been suggested that Service officers permanently seconded to DGQA Organization should also be made entitled to general pool accommodation under the Directorate of Estates. We have considered the suggestion and recommend that, as an interim measure, till such time DGQA's own accommodation comes up, these officers may be made entitled to accommodation under the Defence pool

DIRECTORATE OF TECHNICAL DEVELOPMENT AND PRODUCTION (AIR)

General

63.266 Directorate of Technical Development and Production (Air) is primarily responsible for quality assurance and inspection of aeronautical equip. ent and stores required by the Indian Air Force. It is also associated in the development and establishment of indigenous supply points for specialised items

of airborne and ground equipment as an import-substitution effort. In addition, it is also the nodal agency for quality assurance of certain missile systems required by the three services.

Manpower Profile

63.267 The organisation is a mix of civilians and combatants both at the officers and staff level. There are 431 Group 'A' and 'B' officers, 24 Air Force officers, 1105 non-gazetted civilian staff and 33 Master Warrant Officers of the Air Force. The Group 'A' complement of civilian officers primarily comprises the officers belonging to the Defence Aeronautical Quality Assurance Service (DAQAS), an organised Group 'A' service. There are a few group 'A' posts belonging to the cadre of Administrative and labour officers. At the Group 'B' and 'C' level, the bulk of the staff is from the scientific, technical, design and industrial cadres, a small component being from administrative, accounts and other miscellaneous categories.

Renaming the Organization

63.268 Like the DGQA which is the common quality assurance agency for the Army and Navy, the DTD&P (Air) is the quality assurance agency for the Air Force. Having regard to the functions being performed by the DTD&P (Air), **we recommend that it may be renamed as Directorate of Quality Assurance (Air).**

Defence Aeronautical Quality Assurance Service

63.269 All the higher management posts including that of Director General (the head of the organisation) in the DTD&P(Air) are manned by the personnel belonging to the DAQAS. The service came into being after the trifurcation of the erstwhile Defence Science service in 1979 into Defence Research and Development Service, Defence Quality Assurance Service and Defence Aeronautical Quality Assurance Service. The cadre structure of the DAQAS after the implementation of the recent cadre review is as follows.

GRADE	NO. OF POSTS
Director General (Rs. 5900-7300)	1
Director (Rs. 5900-6700)	3
Additional Director (4500-5700)	8
Dy. Chief Scientific Officer (4100-5300)	20
Principal Scientific Officer (3700-5000)	37
Sr.Scientific Officer Gd. I (3000-4500)	86
Sr. Scientific Officer Gd. II (2200-4000)	95

Demands

63.270 The suggestions made before us regarding the DAQAS pertain to the improvement in the pay scale of the Director General, parity in pay scales of Addl. Director and Dy. Chief Scientific Officer of DTD&P (Air) with that of Scientist 'F' and Scientist 'E' of DRDO respectively, extension of the 'Flexible Complementing Scheme' (FCS) to the DAQAS and provision of time-bound promotions upto the Jr. administrative grade.

Director General

63.271 After the implementation of the recent cadre review in respect of the DAQAS, the head of the organisation (the erstwhile Director) has been re-designated as Director General in the same scale of Rs. 5900-7300 and a new grade of Director (Rs. 5900-6700) has been introduced. In order to provide better career progression, **we recommend upgradation of Director General, DQA (Air) from the scale of Rs. 5900-7300 to Rs. 7300-7600**, which is also the pay scale of Director General, Quality Assurance.

Other Posts

63.272 On the issue of restoration of pre-Fourth CPC parity in the pay scales of Addl. Director and Dy. Chief Scientific Officer of the DTD&P (Air) and that of Scientist 'F' and Scientist 'E' of the DRDO, the Department of Defence Production and Supplies have informed us that the pay scales granted in DRDO are a part of the measures undertaken by the Government to specifically cater to the operation of Flexible Complementing Scheme in scientific departments and organisations. The DTD&P (Air) not being a scientific organisation like DRDO, Addl. Director and Dy. Chief Scientific Officer of the DTD&P (Air) were placed in the replacement scales recommended by the Fourth CPC.

Our recommendations

63.273 This being the background and rationale for higher pay scales of Scientist 'F' and Scientist 'E' of DRDO vis-a-vis Addl. Director and Dy. Chief Scientific Officer of the DTD&P (Air), we feel that it may not be really justified to establish parity between them. However, we feel there is a case for parity in terms of grades between the DAQAS of the DTD&P (Air) and Defence Quality Assurance Service (DQAS) of the DGQA in view of the similarity in functions discharged. In the DQAS, the erstwhile Dy. Chief Scientific Officers (Rs. 4100-5300)and the erstwhile Director Gd - II (Rs. 4500-5700) have been merged and placed in the non-functional selection grade of Rs. 4500-5700. To bring about parity between the DQAS and DAQAS, we feel that the existing Dy. Chief Scientific officers (Rs. 4100-5300) of the DAQAS should be merged with the next higher grade of Addl. Director in the scale of Rs. 4500-5700. In line with our recommendations for the DQAS, **we recommend the following revised structure for the DAQAS** :

EXISTING	REVISED
Director General (Rs.5900-7300)	Director General (Rs.7300-7600)
Director (Rs.5900-6700)	Dy. Director General (Rs.5900-6700)
Addl. Director (Rs.4500-5700)	
Dy. Chief Scientific Officer (Rs.4100-5300)	Director (Rs.4500-5700)

63.274 The rest of the DAQAS cadre will, however, remain unchanged and be granted replacement scales.

Flexible Complementing Scheme

63.275 **In another chapter, we have recommended that the Flexible Complementing Scheme be extended to only the Group 'A' R&D professionals** in Government. The rest of the personnel in the Government will be covered by Assured Career Progression (ACP) scheme. DQA (Air) being primarily an inspection and quality assurance organisation, we recommend that the DAQAS personnel may be covered by the ACP Scheme for Group 'A'

officers.

Other Categories of Personnel

63.276 The Group 'B' and C' scientific, technical and design staff in the DTD&P(Air) are structured on the same pattern as their counterparts in the DGQA. Our recommendations for the scientific, technical and design staff of the DGQA will equally apply to similar personnel in the DTD&P(Air).

Department of Defence Research and Development

INTRODUCTION

General

63.277 The Defence Research and Development Organization is engaged in the following tasks:

a) To undertake Research, Design, Development, Engineering and Technology Transfer of Weapons, Weapon Systems and Equipments for the Defence Services.

b) To assist the Defence Services in times of operational necessities.

c) To provide scientific analysis and options in technologies and products relevant to defence.

d) To foster national S&T and Industrial Development through direct/spin-off benefits of Defence Science and Technology.

63.278 DRDO has a chain of 50 laboratories handling system engineering, technology transfer and productionisation programmes. DRDO comprises over 30,000 personnel including 6,000 scientists and engineers. The spectrum of technologies ranges from food and clothing for combatants to frontier areas like laser beam weapons, optical tracking, super alloys for aerospace applications and microelectronics.Defence Research and Development Service

63.279 The gazetted scientific personnel of DRDO are encadered into an organized Group A service called the Defence Research and Development Service (DRDS) On the basis of the recommendations of the Third CPC, a Flexible Complementing Scheme (FCS) for in-situ promotion by way of assessment at regular intervals was introduced for the scientific posts in various scientific organizations. Since 1 July 1990, DRDO has been operating the FCS with 100% flexibility from the grade of Rs.2200-4000 onwards and upto the grade of Rs.5900-7300. The minimum residency period for different grades are 3 years (Grade 2200-4000), 4 years (Grade 3000-4500, 3700-5000, 4500-5700) and 5 years (Grade 5100-6300). However, relaxation upto 1 year in particular cases of exceptionally meritorious scientists has been permitted, upto a maximum of two times in the entire career of such scientists.

Demands

63.280 Demands made in respect of DRDO Scientists mainly relate to parity among all Scientific Institutions and creation of certain levels to achieve parity. The DRDO have suggested one step upgradation of pay scales of scientists at each level and introduction of a new level of Scientist H in the pay scale of Rs.7300-8000.

Our recommendations

63.281 In the Chapter on Scientific Services, we have recommended uniformity in the application of Flexible Complementing Scheme. The standard pattern regarding eligibility conditions, pay scales, designations, residency periods etc., recommended by us in that Chapter will apply to DRDO scientists as well.

63.282 As regards the introduction of a new grade of Scientist 'H', we find that there are a few posts of Distinguished Scientists in the DRDO in the scale of Rs.7300-8000. These posts are, however, not encadred in the DRDS. Keeping in view the existing position and recommendations we have made for Deptts of Space and Atomic Energy, we suggest that the grade of Outstanding Scientist in the scale of Rs.7300-7600 may also be provided in the DRDO and encadred in the DRDS. The number of posts to be created at this level may be decided by the Ministry of Defence. We also recommend that the scale of Distinguished Scientists in DRDO may be upgraded to Rs.7600-8000 but it need not be encadered in DRDS.

DRTC Scheme

63.283 The DRDO has recently implemented (w.e f 16.8 1995) a limited flexible complementing scheme for the existing Group 'B' and 'C' Scientific and Technical support staff. In the scheme the following categories have been included:

1. Junior Scientific Officer.

2. Scientific Staff, such as Senior Scientific Assistant (SSA), Junior Scientific Assistant - I (JSA-I) and Junior Scientific Assistant - II (JSA-II).

3. Technical Supervisory Staff, such as Foreman, Assistant Foreman (AFM), Chargeman-I (CM-I) and Chargeman (CM-II).

4. Design Staff, such as Chief Draughtsman (CDM), Draughtsman-I (DM-I), Draughtsman-II (DM-II) and Draughtsman-III (DM-III).

5. Industrial Categories, such as Tradesman 'A' (TM-A), Tradesman 'B' (TM-B) and Tradesman 'C' (TM-C).

6. Miscellaneous Categories, such as Chief Glass Blower (CGB), Glass Blower (GB), Assistant Glass Blower (AGB), Commercial Artist (CA), Senior Artist (SA), Artist-cum-Photographer (ACP), Photographer Assistant (PGA), Photographer-I (PG-I), Photographer-II (PG-II), Laboratory Assistants (Lab. Asstts.), Tracer, Photostat Operator (Photo Optr.), Senior Computer (Sr. Compr.) and Pharmacist (Phamcst.).

63.284 Under the scheme, the existing employees have been grouped in a 3-tier structure with promotion from one level to the other to be granted under the provisions of the limited flexible complementing scheme.

Our recommendations

63.285 We have been apprised of certain anomalies which have been created after the implementation of the DRTC scheme and demands have been made for rectification of these anomalies. The DRDO have recommended a two-tier structure instead of the 3-tier structure implemented under the DRTC scheme We have considered the demands made by the employees and have also gone into the DRTC scheme in detail. As recommended by us in the Chapter on Scientific Services, the supporting Group 'B'&'C', scientific and technical staff should be covered under the provisions of the Assured Career Progression (ACP) Scheme as it is not fair to grant Flexible Complementing Scheme to Group B & C Scientific staff whose nature of work is similar to industrial and technical staff existing in other organisations. We also consider that miscellaneous categories should be allowed progression in their own streams.

Revised structure

63.286 Taking into account various anomalies created in the wake of implementation of the DRTC Scheme and the demands made thereon, we propose **the following revised structure based on ration-alisation of the pre-DRTC structure for the Group 'B' and 'C' Scientific and technical support staff in DRDO**:

PROPOSED STRUCTURE FOR GROUP 'B' & 'C' SCIENTIFIC, TECHNICAL AND INDUSTRIAL AND DESIGN SUPPORT STAFF

	Junior Scientific Officer (Rs.2500-4000)	
Senior Scientific Asstt. (Rs.2375-3750) The existing SSAs in the scale of Rs.2375-3500 will be placed in this grade	Foreman (Rs.2375-3750)	Chief D'Man-I (Rs.2375-3750) The existing Chief D'Man in the scale of Rs.2375-3500 will be placed in this grade.
Scientific Assistant-I (Rs.2000-3500) The existing SSAs in the scale of Rs 1640-2900 will be placed in this grade	Asstt. Foreman (Rs.2000-3500)	Chief D'Man-II (Rs.2000-3500) 100% promotion. The existing Chief D'Man (Rs.2000-3200) will be placed in this grade.
Scientific Assistant-II (Rs 1640-2900) The existing JSA-I in the scale of Rs.1400-2300 will be placed in this grade	Chargeman Gde.-I (Rs 1640-2900)	D'Man-I (Rs.1640-2900) The existing D'Man-I (Rs.1600-2660) will be placed in this grade.
Scientific Assistant-III (RS 1600-2660) The existing JSA-II in the scale of Rs.1320-2040 will be placed in this grade in view of	Chargeman Gde -II (Rs.1600-2660)	D'Man-II (Rs.1600-2660) 20% DR to be introduced with requisite qualification of B.Sc or

recruitment qualifications. RRs. may be changed to 50% direct rectt., 35% through LDCE and 15% promotion from Lab Assistants		Diploma in Engg. 80% promotion, failing which by DR. The existing D'Man-II (Rs.1400-2300) will be placed in this grade
Rs.1400-2300) Two ACP |) scales for Rs.1200-2040) directly |) Recruited |) Lab.Asstts. | | | | | | | | |	Tradesman 'A' (Rs.1320-2040) The existing Tradesman 'A' (Rs.1320-2040) and Tradesman 'B' (Rs.1200-1800) will be placed in this grade	D'Man-III (Rs.1320-2040) 100% DR, Requisite qualification- Matric + 2 yrs. Diploma in Draughtsmanship. The existing D'Man-III (Rs.1200-2040) will be placed in this grade.
Lab Asstt (Rs.950-1500)- 50% DR with requisite qualification of Matric + Certificate in Lab Technology. 50% promotion The existing Lab Asstts. in the scale of Rs.975-1540 will get the replacement scale as personal to them. | Lab Attendant(Rs.800-1150) | Lab Bearer/Helper(Rs.775-1025)	Tradesman 'B' (Rs.950-1500)	

Glass Blowers

63.287 Glass Blowers in DRDO were earlier being promoted to Senior Scientific Assistants. **It is proposed to restructure their cadre within their own stream by providing posts at higher levels.** This would ensure better promotion prospects for them. **The posts at higher levels can be kept floating to be filled based on seniority/selection.**

EXISTING	PROPOSED	REMARKS
Jr. Scientific Officer (2375-3750)		
Sr. Scientific Asstt. (2375-3500)	Chief Glass Blower-I Rs.2000-3500 (3 posts)	) Higher pay scales) introduced to) improve promotion

	100% promotion	)	prospects. The
		)	Deptt. should
Sr.Scientific Asstt.	Chief Glass Blower-II	)	undertake cadre
(1640-2900)	Rs.1640-2900	)	review to
	(4 posts)	)	broaden the
	100% promotion	)	posts.
Chief Glass Blower	Chief Glass Blower-III	)	RRs amended to
(1600-2660)	Rs.1600-2660	)	improve the
(11 posts)	(4 posts)	)	promotion
2/3 promotion,1/3 DR	100% Promotion	)	prospects of
Qualification:		)	Glass Blowers.
Matric+2 yrs. experience			
Glass Blower	Glass Blower		Pay scale ungraded
(1320-2040)	Rs.1400-2300		on account of
(5 posts)	(5 posts)		rationalisation
2/3 promotion,1/3 DR	100% Promotion		of the pay scale
Qualification:			of feeder grade.
Matric+2 yrs. experience			RRs to be amended to restrict the number of entry levels.
Asstt. Glass Blower	Asstt. Glass Blower		Pay scale rationalised
(1200-1800)	Rs.1200-2040		No change in RRs.
(1 post)	(1 post)		
100% DR	100% DR. Requisite		
qualification:	qualification:		
Matric + 2 yrs.	Matric + 2 yrs.		
experience.	experience		

Sr.Computer

63.288 There are only 4 posts of Sr. Computer in the scales of Rs.1200-2040. This is an isolated category and **we recommend the following ACP structure for the existing incumbents.**

ACP Scales — Rs.1640-2900 | Rs.1600-2660 | Sr. Computer (Rs.1400-2300)

63.289 **However, as Sr. Computers as a general category are proposed to be declared a dying category,** future requirements in this field **should be met either through induction of qualified EDP Staff or by re-deploying the existing scientific staff.**

Artists

63.290 Artists, Glass Blowers and Photographers are feeder categories for promotion to Senior Scientific Assistants to the extent of 10% posts of SSA. Keeping a separate stream for Artists would provide better promotion avenues for them. **The following grade structure with posts at higher levels for the cadre of Artists is, therefore, proposed.** Posts at higher levels may be kept floating to

be filled based on seniority/selection.

EXISTING	PROPOSED	REMARKS
Jr. Scientific Officer (2375-3750)		
Sr.Scientific Asstt. (2375-3500)	Chief Commercial Artist (3 posts) (Rs.2000-3500) 100% promotion	New grade introduced to provide promotion avenues to Sr. Commercial Artist.
Sr. Scientific Asstt. (1640-2900)	Sr.Commercial Artist (4 posts) (Rs.1640-2900) 100% promotion	New grade introduced to provide promotion avenues to Commercial Artist
Commercial Artist (1600-2660) (1 † posts) 10% promotion 90% DR with Diploma in Commercial Art + 3 yrs. experience	Commercial Artist (Rs.1600-2660) (4 posts) 100% DR with requi-site qualification of 3 yrs. Diploma in Commercial Art + 3 yrs. experience	RR amended as the lower entry grade is being abolished.
Sr. Artist (1200-2040) (1 post) 100% DR of qualification: Matric + Diploma + 3 years experience	Sr. Artist (1 post) (1200-2040)	Should be declared a dying grade and DR stopped, as there is only one post. If the Existing incumbent is a 3 yrs Diploma holder he will get the replacement scale of Rs.1600-2660 and if less qualified will get the replacement scale of Rs.1200-2040.

Pharmacists

63.29. **For the existing Pharmacists**, who possess the qualification of 10 + 2 with 2 yrs Diploma in Pharmacy and 3 months training and registration with the Pharmacy Council, **we recommend the following structure**:

EXISTING	PROPOSED	
-	Chief Pharmacist (Rs 2000-3500) 100% promotion |	(1 post)
-	Pharmacist Gde.-I (Rs.1640-2900) 100% promotion |	(4 posts)
	Pharmacist Gde.-II (Rs.1600-2660) 100% promotion |	(6 posts)
Pharmacist (Rs 1350-2200) (19 posts)	Pharmacist Gde.-III (Rs.1400-2300) 100% DR, requisite qualification: 10 + 2 with 2 yrs. Diploma in Pharmacy and 3 months training and registration with the Pharmacy Council.	(8 posts)

63.292 The existing Pharmacists who are less qualified will get the replacement scale of their existing scale. The provisions of dynamic ACP will apply to them

Photographers

63.293 In line with recommendations made for other feeder grades to SSA, **Photographers in DRDO may be restructured as under :-**

EXISTING	PROPOSED	NO. OF POSTS	
-	Chief Photographer (Rs.2000-3500) 100% promotion |	6)	New grade introduced to improve promotion prospects
-	Sr.Photographer Gde-I (Rs.1640-2900) 100% promotion |	9)	
Artist-cum-Photographer (Rs.1600-2660) 2/3rd promotion.1/3rd DR (Matric + 4 yrs experience) (posts 27) |	Sr.Photographer Gde-II (Rs.1600-2660) 100% promotion |	12	RR amended to improve promotion prospects
Photographic Assistant (Rs.1350-2200) 100% promotion (posts 25)	Photographer Gde-I (Rs.1400-2300) 100% promotion |	25	Pay scale rationalised

Photographers Gde.-I (Rs.1200-2040) 100% promotion (posts 40)	Photographer Gde-II (Rs.1200-2040) 1/3rd promotion from Photo Attendant-I. 2/3rd DR (Matric + Diploma in Photo-graphy + 2 yrs. experience)	40	PR amended to provide for a higher level of DR
Photostat Operator/ Photographer Gde.-II (Rs.950-1500) 100% promotion from Blue-printer/ Ferro-printer (posts 26)	Photo Attendant Gde-I (Rs.950-1500) 100% promotion. The existing Photostat Operator & Photographer Gde.-II will be redesignated as Photo Attendant - I	26	
Blue-printer/Ferro Printer (Rs.800-1150) (Posts-19) 100% DR	Photo Attendant Gde-II (Rs.800-1150) 100% DR - 8th pass with 2 yrs. experience. The existing Blue-printer/ Ferro printer will be redesi-gnated as Photo Attendant-II	19	

Common Categories in Mod

CIVILIAN ASSISTANT SECURITY OFFICERS

Demands

63.294 The officers belonging to the cadre of Civilian Assistant Security Officers (CASO) are responsible for looking after the Security and Fire Fighting aspects in Defence Installations which comprise Ordnance/ Vehicle Depots, Engineering Stores Depots, Workshops, R&D Establishments and DGQA. Primarily, the duties of CASOs involve looking after the entire fire fighting and security needs of the aforesaid Defence Installations. They are also responsible for maintaining internal vigilance, collection of intelligence and education of the staff in fire-fighting methods. It has been represented that their counterparts viz. Asstt. Commandant in Central Industrial Security Force (CISF) who have identical duties have better promotion avenues than the CASOs. It has been suggested that CASOs may be granted the scale of Rs. 2200-4000 and the Civilian Security Officers the scale of Rs. 3000-4500 instead of their existing scales of Rs. 2000-3500 and Rs. 2200-4000 respectively.

Our recommendations

63.295 We have considered the demand and find that the cadre strength of Civilian Security Officers and Civilian Assistant Security Officers in the five Directorates under the Ministry of Defence is only 67. To make the cadre of Civilian Assistant Security Officer and Civilian Security Officer in these five Directorates in the Ministry of Defence a viable one and to iron out the disparity in their pay scales, **we recommend their merger with the CISF**. However, until the proposed merger takes place, the Civilian Assistant Security Officers and Civilian Security Officers in these five Directorates may be given the replacement scales.

PACKERS IN DEFENCE ESTABLISHMENTS

Introduction

63.296 In most of the Defence establishments Packers are recruited in the scale of Rs.800-1500 by promotion of unskilled labour and comparable group 'D' staff (Rs.750-940) with three years' service and after qualifying a trade test. In the EME and E-in-C's Branch there is a promotion grade of Packers in the scale of Rs.950-1500.

Packers in AOC

63.297 On the basis of an award (1985) of the Board of Arbitration and on the ground of greater responsibilities discharged by Packers in AOC as compared to Packers in other Defence establishments, Packers in AOC were placed in the following scales:

Packer (Special)	:	Rs.1200-1800
Packer (Ordinary)	:	Rs. 950-1500
Mazdoors/Packer mate	:	Rs.800-1150

Revised scheme for Packers

63.298 It has been demanded that these higher scales may be extended to Packers in all Defence establishments. We have considered the demand. Having regard to the duties and responsibilities of Packers and the fact that grade structure of Industrial employees is followed for them, **we recommend that these posts may be restructured and redesignated in the following manner**:

Mazdoor

EXISTING GRADES	PROPOSED GRADES	RECOMMENDED SCALES
Packer-I/Packer Ordinary in AOC (Rs.950-1500)	Packaging Artisan-I	Rs.950-1500
Packer-II/Packer mate/Mazdoor in AOC (Rs.800-1150)	Packaging Artisan-II	Rs.800-1150
Mazdoor (Rs.750-940)	Packaging Artisan-III	Rs.750-940

63.299 Special grade of Packer may only be retained in AOC in the scale of Rs.1320-2040 with the designation of Special Packaging Artisan.

TECHNICAL SUPERVISORY STAFF IN MINISTRY OF DEFENCE

Background

63.300 Technical Supervisors in Defence establishments generally follow the four standard pay scales of Rs.1400-2300, Rs.1600-2660, Rs 2000-3200 and Rs.2375-3500 as in other organisations. However, in the AOC, EME, Air Force and certain establishments in the Navy, technical supervisory staff were re-organised into part I and Part II cadres as per recommendations of the Devnath Committee. This was done to provide better promotion avenues to workshop staff. The constitution of the two cadres is as follows:

PART I	PART II
Senior Foreman (Rs.2000-3200 or Rs.2375-3500)	Foreman (Rs.1600-2660)
Foreman (Rs.1600-2660)	Senior Chargeman (Rs.1400-2300)
Senior Chargeman (Rs.1400-2300)	Chargeman (Rs.1400-2300)
Group A Tradesman (current HSK I) (Rs.1320-2040)	Group B tradesman (current HSK II) (Rs.1200-1800)

63.301 The highest grade of Senior Foreman is normally established only in base repair workshops where overhaul, major repairs and manufacturing work are carried out.

Our recommendations

63.302 While our recommendations on technical supervisors as a common category would apply to technical supervisors who fall into the four grade structure, in this chapter we have considered the categories covered by the Part I and Part II cadres and categories where the four grade structure has been established but without the same pay scales. One of the important demands of technical supervisors in part I and part II cadres is that they should also be brought on to the four grade structure. We have considered this suggestion and in view of our proposal to merge the highly skilled grade II and highly skilled grade I, there may be no requirement to make a distinction between the two cadres. **We, therefore, agree that the uniform four grade structure may be implemented in all organisations**. As regards the manner in which technical supervisors in these organisations may be restructured, **detailed recommendations for each organization are indicated below**. Other organizations where there is a four grade structure but not presently covered under the general pattern of pay scales are also covered in the succeeding paragraphs.

Air Force

EXISTING	PROPOSED	REMARKS
	Foreman (Rs.2375-3750) 100% promotion	New grades to be introduced Distribution
Sr. Foreman of Part-I Cadre (Rs.2000-3200)	Asstt. Foreman (2000-3500)	of posts in the ratio of 15:25:25:35
Foreman of Part-I Cadre (1600-2660)	Chargeman-I (1640-2900) 100% promotion	
Sr.Chargeman of part-I and Part-II Cadre and Chargeman of Part-II Cadre (Rs.1400-2300)	Chargeman-II (1600-2660)	

AOC

EXISTING	PROPOSED	REMARKS
----	Foreman (Rs.2375-3750)	New grades to be introduced. Distribution
----	Asstt F'man (Rs.2000-3500)	of posts in ratio of 5:25:25:45
Foreman (Rs.1600-2660) of Part I & II Cadres	Chargeman - I (Rs.1640-2900)	
Chargeman (Rs.1400-2300) of Part- II cadre and Sr. C'man (1400-2300) of Part I & II cadres.	Chargeman - II (Rs.1600-2660)	

EME

EXISTING	PROPOSED	REMARKS
Not existing	Foreman (2375-3750) 100% promotion	New grades to be introduced. Distribution of posts in ratio of
Not existing	Asstt. Foreman (Rs.2000-3500) 100% promotion	5:25:25:45
Foremen of Part -II cadre	Chargeman-I (Rs.1640-2900)	

	(Rs.1600-2660)		
	Sr.Chargemen of Part-I and II cadre (Rs.1400-2300).	Chargeman-II (Rs.1600-2660)	No change to Recruitment Rules Personnel on transfer should also possess qualification prescribed for direct rectt.

Naval Dockyards/Ship Repair yards

EXISTING	PROPOSED	REMARKS
Sr. Foreman Rs.2375-3500 By promotion after qualifying test	Foreman Rs.2375-3750	No change
	Asstt. Foreman Rs.2000-3500	New grade to be created. Posts to be distributed as per 15:25:25:35 ratio
Foreman Rs.1600-2660 80% promotion 20% DR of Ex- Naval personnel	Chargeman I Rs.1640-2900	
Sr.Chargeman Rs.1400-2300	Chargeman II Rs.1600-2660	Direct rectt. to be introduced to extent of 25% from 3 years' Diploma holders/B.Sc.

Naval Ammunition Workshops under NASO

EXISTING	PROPOSED	REMARKS
Sr. Foreman Rs.2000-3200	Foreman Rs.2375-3750	Brought on to standard pattern for Tech. Supr. Staff No. of posts to be changed as per the recommended ratio of 15:25:25:35
Foreman Rs.1640-2900	Asstt.Foreman Rs.2000-3500	
Sr. Chargeman Rs.1400-2300	Chargeman I Rs.1640-2900	
Chargeman Rs.1400-2300	Chargeman II Rs.1600-2660	Upgraded due to higher qualification

	EXISTING	PROPOSED	REMARKS
NAIO Ammunition Workshop	Sr. Foreman (Rs.2375-3500)	Foreman (Rs.2375-3750)	Rationalised pay scale
		Asstt.Foreman (Rs.2000-3500)	New grade as per standard pattern.
	Foreman (Rs.1600-2660)	Chargeman I (Rs.1640-2900)	Upgraded since the feeder grade is upgraded.
	Sr.Chargeman Rs.1400-2300 Chargeman (Rs.1400-2300)	Chargeman II (Rs.1600-2660)	Direct Recruitment to the extent of 3-1/3% of Engg. Diploma holders/ B.Sc. to be introduced.
NAIO Factory Workshop (Mech)	Sr.Foreman (Rs.2375-3500)	Foreman (Rs 2375-3500)	No change
		Asstt. Foreman (Rs.2000-3500)	New grade to be introduced
	Foreman (Rs.1600-2660) Sr.Chargeman (Rs.1400-2300)	Chargeman-I (Rs.1640-2900) Chargeman-II (Rs.1600-2660)	To be made a 100% promotion grade

Distribution of posts

63.303 As far as distribution of posts across the four levels is concerned, it is based on the consideration that in the AOC and EME posts may be distributed in the ratio of 45 : 25 : 25 : 5 for Chargeman II : Chargeman I : Asstt. Foreman : Foreman and in other Organizations the ratio of 35 : 25 : 25 : 15 as recommended by us under the chapter on Workshop Staff may apply. We also recommend that the conversion to a uniform grade structure should be accompanied by introduction of direct recruitment to the extent of 33-1/3% from amongst 3 year Diploma holders in Engineering/B.Sc. at the level of Chargeman II.

WASHERMEN IN DEFENCE ESTABLISHMENTS

Proposals

63.304 Ministry of Defence have informed that Washermen are in varying designations and pay-scales in the Defence establishments. Grant of common scales for these employees has been suggested by the Ministry of Defence.

Our recommendations

63.305 We have considered the demand and having regard to their recruitment qualifications and nature of job **we recommend that all washermen under Ministry of Defence should be granted uniform pay scales with Rs.750-**

940 as the starting scale and higher scales under the ACP scheme recommended for Auxiliary Staff.

63.306 However, the existing incumbents may be granted replacement scales as personal to them.

WORK SHOP STAFF IN MINISTRY OF DEFENCE

Background

63.307 We have already indicated the strength of work-shop staff in Ministry of Defence and their distribution over various scales of pay in our chapter on Workshop Staff. One of the important aspects relating to workshop staff in MOD has been that a sizeable number of trades have been evaluated and classified on the basis of an Expert Classification Committee (ECC) in 1974, in pursuance of the recommendations of the Third CPC. The ECC adopted a point rating method and classified 1700 industrial trades. The classification resulted in certain gaps in the grade structure of many of the common trades. The Anomalies Committee, which was set up by the Government, looked into this aspect and recommended a minimum benchmark inter grade ratio of 65:20:15 for posts in Skilled, Highly Skilled Gde II and HSK I grades for common category trades. This could be further rationalised on functional considerations.

Demands

63.308 We find that demands relating to workshop staff can be broadly classified into three parts, namely

1. Grant of intergrade ratios operating in Railways to Defence Workshop staff
2. Extension of three-grade structure to all trades classified as skilled and
3. extension of three grade structure to left out trades including analogous non-industrial trades.

General recommendations

63.309 We have made recommendations elsewhere that the minimum benchmark intergrade ratio operating in Ministry of Defence may be revised to 45:25:25:5 for Skilled : HSK II: HSK I : Mastercraftsmen grades and that it should be extended to all trades classified as skilled including left out trades. As regards the issue of total parity with Railways we have recommended that it should be considered by an Expert Committee, keeping in view the fact that the intergrade ratio in Railways applies without any discrimination to all the trades, as also the fact that upgradation and modernisation of technology in the Ministry of Defence has resulted in requirement of skills not inferior to those available in Railways. We have also recommended placing 5% of personnel in the scale of mastercraftsmen. In our chapter on Workshop Staff we have not agreed to the suggestion to induct matric+ITI tradesmen straightaway into the Skilled Grade. However, we recommend that for personnel inducted with matric+ITI in the Semi-skilled grade against vacancies in the Skilled Grade, subsequent placement in the Skilled Grade will not be counted for purpose of grant of higher scales under provisions of ACP and the first ACP scale will be highly skilled grade i.e., Rs. 1320 - 2040. These recommendations would take care of bulk of the demands. In this chapter, we have considered the specific demands of workshop staff in Ministry of Defence

Piece Work-System Ordnance Factories

63.310 Industrial Employees in the Ordnance Factories are presently paid on the basis of the piece work system. For fixing piece work rates, the labour operations involved in producing an article are analyzed in detail and a standard time is worked out appropriate to the skill of the worker. In order to provide a minimum 25% incentive if the job is done in standard time, a 'rate' in rupees is fixed for the job/product/operation. It has been suggested that since most of the rates are determined with reference to the skilled worker, when a worker of a higher skill is required to perform the same job, certain anomalies arise, which should be removed.

Our recommendations

63.311 Two alternative suggestions have been made with regard to modifying the piece work rate system. The first alternative suggests that the piece work rate should vary with the pay scale of the worker. We feel that this alternative is not acceptable as having different piece work rates for doing the same job would not be logical The second alternative relates to a different scheme of regulating the incentive element. We find that the basic problem of varying wages with same pay exists where the job is being performed by an employee in a grade higher than the one to which the piece work rate is correlated. We understand that the Ordnance Factories Board is already considering a new incentive scheme in which more categories of employees such as technical supervisors, indirect workers and stores personnel would also be covered. However, in the meantime, for rectification of the anomaly, **the following recommendations are made** :

1. As per the existing scheme, if a job has been evaluated with reference to a certain level of skill, as an additional incentive the worker belonging to the same level is given his basic pay minus the minimum of the scale. If a worker in a higher grade is doing the same job, he is paid incentive at his basic pay minus the minimum of his own scale. **We suggest that the following formula be adopted for calculation of the additional incentive**:

   a) Addl. incentive = (basic pay minus min. of pay) if worker is in the same scale for which the rate has been worked out.

   b) If the worker is in a higher scale and if his basic pay is higher than the maximum of the pay scale for which piece work rate has been worked out then additional incentive shall be equal to his basic pay minus minimum of his scale subject to a minimum incentive of (maximum of pay minus minimum of pay for the scale against which the piece work rate has been calculated). If, however, the basic pay of the worker is less than maximum of pay scale to which PW rate has been correlated, additional incentive should be (his basic pay minus minimum of PW rate pay scale).

Illustration

To illustrate, if the piece work rate is calculated for a job to be done by a skilled worker (i.e. Rs. 950-1500 pay scale) and two workers, one in skilled grade and the other is HS - II both drawing pay of Rs. 1400/= and the third one in the HS-I grade drawing pay of Rs.1600 are deployed, the addl. incentive under the existing and proposed scheme would be as follows:

PAY SCALE (IN RS.)	ADDL. BASIC PAY	INCENTIVE EXISTING INCENTIVE	INCENTIVE PROPOSED INCENTIVE
950-1500	1400	(1400-950)=450	(1400-950)=450
1320-2040	1400	(1400-1320)=80	(1400-950)=450
1320-2040	1600	(1600-1320)=280	(1600-1320)=280 Stepped upto (1500-950= 550)

Crushing Machine Operators in AOC

63.312 In the Army Ordnance Corps, crushing machines which are used to disfigure all types of empty small arms cartridge cases, are operated by one semi skilled mazdoor. In addition, 8 semi-skilled mazdoors are engaged to feed the cartridges into the machine. It has been suggested that a technically skilled operator in the scale of Rs.950-1500 may be authorised per machine and a crushing allowance may be granted to all mazdoors engaged in the task. We have considered the suggestion and in view of the functional requirement put forth by the OS Directorate, **we recommend introduction of a new trade of "Crushing Machine Operator" in the skilled grade with the recruitment qualification of Matric + ITI. However, no crushing allowance is recommended.**

Tailors in AOC

63.313 It has been suggested that pay scales of tailors in AOC may be upgraded to Rs.950-1500. **Our recommendations made for tailors in Air Force will also apply to tailors in AOC.**

Markers in AOC

63.314 It has been intimated that there is a long standing demand for parity of pay scales and merger of 'markers' with that of 'painters' and 'decorators in AOC. We have considered the issue and find that in terms of essential qualifications for direct recruitment, the existing markers are at par with semi-skilled Painters and Decorators (mate). Keeping in view the similarity in job content, **we recommend merger of marker with the semi-skilled painter and decorator (mate) in the scale of Rs.800-1150**

Viewers in AOC

63.315 There is a category of viewers in AOC who generally undertake checking of small arms and components to ensure correctness and conditioning of small arms. It has been suggested that the duties performed by viewers are equivalent to that of Examiners in other organisations and they should be considered for HSK II and HSK I scales. We have been informed by the Ministry of Defence that Viewer 'D' in the scale of Rs 800-1150 is a promotion post for eligible group 'D' employees and viewer 'C' which is a promotion post for viewer 'D' is in the same scale. Viewer 'B' in 950-1500 is responsible for unit repairs and preservation of weapons. It has also been intimated that viewers are a dying category. Considering all relevant factors and in order to make the promotion grade distinct from the feeder grade, **we recommend the scale of Rs.825-1200 for Viewer 'C'. The existing scale of 950-1500 for Viewer 'B', may continue.**

Highly skilled trades in EME

63.316 Telecom mechanics, instrument mechanics and Radar mechanics in EME are recruited in the scale of Rs.1320-2040. It has been suggested that they should be provided a three-grade structure. We have considered the issue and since these trades are recruited at higher levels, the same structure as proposed for trades classified as skilled cannot apply to them. However, **the scales of Rs.1400-2300 and Rs.1600-2660 may be provided to them under the provisions of ACP.**

Industrial Trades in Navy

63.317 In the Navy, industrial staff are employed in the Naval Dockyards, Ship Repair Yards, Aircraft Yards, Ammunition Workshops etc. While the demands relating to extension of three grade structure have been made in the case of Naval industrial staff also, specific suggestions have been made with regard to Fitter Ammunition Repair and Naval Aircraft Technicians. It has also been suggested that ITI qualified tradesmen be upgraded to the scale of Rs.1200-2040 We have considered the demands and for Fitter Ammunition Repair for whom three grade structure has been sought, **we suggest the following restructuring:**

EXISTING	PROPOSED
Ammunition Mechanic (Rs.950-1500)	**Ammunition Mechanic I (Rs.1320-2040)**
Fitter Ammunition Repair (Rs.950-1500)	**Ammunition Mechanic II (Rs.950-1500)**
Ammunition Repair Labourer (Rs.800-1150)	**Ammunition Repair Labourer (Rs.800-1150)**

63.318 It is suggested that the existing posts of Fitter Ammunition Repair and Ammunition Mechanic may be distributed equally between the two suggested grades of Ammunition Mechanic.

Non industrial trades in GS and QMG Branch

63.319 We have been informed that in many Defence Establishments, non-industrial categories have been granted industrial pay scales. It is understood that similarly placed non-industrial categories in GS Branch and QMG's Branch of Army Headquarters have not been covered. It has been urged that similar non industrial trades may also be granted three grade structure. We have examined the issue and **recommend that left out similar non-industrial trades in GS Branch and QMG's Branch which have already been granted skilled grades and three grade structure in other organisations may be given the industrial scales and the same intergrade ratios as recommended for industrial staff.**

Industrial Staff in Air Force

63.320 In respect of the industrial staff in the Air Force the following statements have been made:

(1) Certain trades like Air Craft Mechanic 'A', Air Craft Mechanic 'E', Industrial Mechanics, Mechanic Tools, Fitter and Operator Armourer, Radar Mechanic are recruited at the level of H.S. -II with no higher grades.

(2) Tailors and Vulcanisers in Air Force have been classified as

'Semi-Skilled', while Tailors and Vulcanisers in other defence establishments are classified as 'Skilled'.

Highly skilled trades

63.321 We have considered the position and feel that in those trades where entry level is HS Grade I, the incumbents are eligible for promotion to supervisory cadre. **Therefore, there is no need for giving them higher grades in the industrial cadre. However, ACP scales as suggested for highly skilled trades in EME would also apply to them.**

Tailors and Vulcanisers

63.322 As regards grant of Skilled grade and extension of intergrade ratio to Tailors and Vulcanisers, we do not recommend upgradation of the existing Tailors and Vulcanisers in the semi-skilled grade to the Skilled Grade. However, we recommend introduction of Skilled Grade for Tailors and Vulcanisers with provisions for 20% direct recruitment, essential qualifications of Matric + ITI and 80% promotion from semi-skilled persons with 3 years' service after passing trade test. **With the introduction of Skilled grade for Tailors and Vulcanisers, the 4-grade structure in the ratio of 5:25:25:45 (Mastercraftsman : HS-I: HS-II:Skilled) will apply to them.**

Fitter Mechanical Transport in Air Force

63.323 There is a demand that the erstwhile Group -II Fitters Mechanical Transports (FMT) in the Air Force who are now in the HS-II grade should be placed in the HS-I grade w.e.f. 01.01.1986, as they were merged with the erstwhile Group - I FMTs and made a single entity of Group - I FMT in 1963. The Department of Defence have also recommended grant of HS-I grade to the erstwhile Group - II FMTs. They have further recommended abolition of the Skilled Grade for FMTs as they are required in IAF only for highly skilled jobs.

Our recommendations

63.324 Since the pay scales pertaining to Highly Skilled Grade - II and Highly Skilled Grade - I are proposed to be merged by us, **both FMT Group II and FMT Group I will be placed in the same scale and the demand would be taken care of. In view of the Ministry's suggestion to abolish the skilled grade in the trade, we recommend that future recruitment in the trade may only take place in the highly skilled grade.**

XEROX MACHINE OPERATORS

Existing position

63.325 In the AFHQ/ISOs there are nine posts of Machine Operators (Xerox)/Photostat Operators, in the scale of Rs. 1350 - 2200, 2 posts of Assistant Machine Operators (Xerox) in the scale of Rs. 1200 - 1800 and 13 posts of Ferro Printer/Drawing Printer in the scale of Rs. 825 - 1200.

Our recommendations

63.326 We have been informed that all the present incumbents in the post of Machine Operator (Xerox)/Photostat Operator were direct recruits, in the pre-revised scale corresponding to the present scale of Rs. 1350-2200. Under the present Recruitment Rules there is no provision for direct recruitment to this grade.

Dying cadre

63.327 Now that all Govt. offices have electronic photostat machines, **there is no justification for continuing with Xerox Machine Operators**, who were really meant for manual photostatic equipment. We have separately recommended that in future all the photostat operators should be a part of the general Auxiliary Staff. We therefore suggest that further recruitment to this cadre should be stopped forthwith. However, the existing incumbents in the AFHQ may

get the replacement scales and retain their existing designations.

Scale too high

63.328 Going by the nature of their work, we feel that the scale of Rs.1350-2200 available to machine operators is disproportionately high. There is no justification to provide them still higher scales under the provisions of the ACP **We therefore do not recommend any higher scales** for them under provisions of the ACP scheme in spite of their being direct recruits.

64

Ministry of Environment & Forests

GENERAL INTRODUCTION & HISTORICAL BACKGROUND

Objectives role and activities

64.1 Programmes on enviornment, forestry and wildlife are planned, promoted and co-ordinated by the Ministry of Environment & Forests as the nodal agency for the purpose. It's activities include conservation and survey of flora, fauna, forests and wildlife, prevention and control of pollution, afforestation and regeneration of degraded areas and protection of environment. These tasks are being fulfilled through environmental impact assessment, eco-generation, assistance to organisations implementing environmental and forestry programmes, promotion of environmental and forestry research, extension, education and training to augment the requisite manpower, dissemination of environmental information, international cooperation and creation of environmental awareness among the various sectors.

Organisational set up

64.2 The Ministry is headed by the Secretary (Environment & Forests). It is organised into 23 Divisions at the Secretariat, 6 Regional Offices for monitoring Forestry Projects and 4 Wildlife Regional offices. It also has 2 Attached and 6 Subordinate Offices. The Ganga Project Directorate, one of the attached offices, co-ordinates the implementation of the schemes under the Ganga Action Plan. The National Afforestation and Eco-Development Board, the other attached office, is responsible for promoting afforestation, tree-planting, ecological restoration and other eco-development activities in the country. In addition, the Ministry supports 16 autonomous bodies and one Public Sector Undertaking.

POSTS IN THE SECRETARIAT

Size and Distribution of Establishment

64.3 The Secretariat of the Ministry comprises 936 personnel - 176 in Group A, 268 in Group B, 302 in Group C and 190 in Group D. All the posts at Group D level are part of the common categories of the Secretariat, alongwith a major portion of the Group C and B posts. The organised services, under the Central Staffing scheme provide for 26 posts at the Group A level, with another 56 in the Indian Forest Service. While one Deputy Director (OL) is part of the Official Language Service, 92 Scientists are spread across 7 scales of pay under the

Flexible Complementing Scheme, and there is a sole post of Joint director (Legal) The Ministry is also the cadre controlling authority for the Indian Forest Service,an All India Service, with a strength of 2672. Our recommendations for all these posts appear in the relevant chapters elsewhere in this report.

Forestry Division

64.4 Technical Officers and Staff of the Forestry Division of the Ministry have represented that their promotion avenues are inadequate and should be so arranged that they are promoted from the scale of pay of Rs. 1640-2900 directly to the Junior Time Scale of Group A, i.e. Rs. 2200-4000, instead of the scale of Rs. 2000-3500, as is the case with many other Scientific Departments. The Division has one post of Assistant Commissioner (Forestry) in the scale of pay of Rs. 3000-4500 filled by promotion, failing which by transfer on deputation. The feeder grade for this post consists of 8 posts of Technical Officers (Forestry) (Rs. 2000-3500) recruited 50% by promotion from among 15 Research Investigators (Rs. 1640-2900), and 50% by transfer on deputation failing which direct recruitment. Research Investigators, in turn, are filled by promotion of 3 Research Assistants in the scale of pay of Rs. 1400-2300, failing which by transfer on deputation. Entry into the stream is at the level of Research Assistants recruited directly with qualifications of graduation in Economics, Agricultural Economics, Statistics, Operations Research or Mathematics We observe that direct recruitment of postgraduates in the relevant subject takes place only under the "failing which" clause at the level of Technical Officers (Forestry). While these Technical Officers are unable to move directly from the level of Rs. 1640-2900 to Rs. 2200-4000, their promotion avenues, though limited, are directly from the level of Rs. 2000-3500 to Rs. 3000-4500. We have considered the matter and are of the view that in order to have a proper cadre structure, some re-organisation is necessary. **We recommend that the Assistant Commissioner (Forestry) in the scale of pay of Rs. 3000-4500, carrying Masters' degree in Economics, Statistics or Mathematics as qualifications, should be filled entirely by promotion. Out of the 8 posts of Technical Officers (Forestry), 3 should be placed in the scale of pay of Rs. 2500-4000 and redesignated as Technical Officer (Forestry), 3 should be placed in the scale of pay of Rs. 2500-4000 and redesignated as Technical Officer (Forestry) Grade I. They should be filled entirely by promotion.** The remaining 5 posts may continue in the scale of pay of Rs. 2000-3500. **Of the 15 posts of Research Investigators (Forestry), recruited with graduate qualifications in Economics, Statistics etc., 5 should be upgraded to Rs. 200-3500 and merged with 5 Technical Officers at that level. These 10 posts should be redesignated as Technical Officer (Forestry) Grade II and filled 50% by direct recruitment with post graduate qualifications, and 50% by promotion. The remaining 10 posts of Research Investigators should continue in the present grade, and be filled entirely by promotion. The 3 Research Assistants (Forestry) should be upgraded from the scale of pay of Rs. 1400-2300 to Rs. 1600-2660, being direct recruits with graduate qualifications.** They should continue to be filled 100% by direct recruitment.

Wildlife Division

64.5 A parallel technical hierarchy also exists in the Wildlife Division with Post-graduates in Anthropology and graduates in Zoology, having relativities with the Forestry Division. Despite possessing the same qualifications at entry, as also the same promotion channels Technical/Junior Technical Assistants of the Division have been retained as separate, compartmentalised posts. A similar position exists in the case of Research Assistants and Wildlife Inspectors of the Division. The resultant multitude of methods of recruitment and stagnation in the streams

requires some restructuring. The 9 posts at the level of Technical Assistants/ Junior Technical Assistants are all graduates in Science with Zoology as a subject and filled entirely by direct recruitment. **We recommend that the five posts of Research Officers presently in the scale of pay of Rs. 2000-3500 and carrying qualifications of Post Graduate Degree in Science/ Anthropology or Degree in Engineering/ Architecture should be placed in the scale of pay of Rs. 2500-4000. They may be redesignated as Research Officer Grade I and filled entirely by promotion from among Research Officers Grade II. The 9 Wildlife Inspectors and 32 Research Assistants in the scale of Rs. 1640-2900 should be merged and 20 of them placed in the scale of pay of Rs. 2000-3500, redesignated as Research Officer Grade II and filled 50% by direct recruitment with post-graduate qualifications and 50% by promotion from among the Research Assistants. The remaining 21 posts may continue in the existing scale, redesignated as Research Assistant (WL) and filled entirely by promotion. The 9 posts of Technical Assistants should be upgraded to the scale of pay of Rs. 1600-2660, merged and made feeder to Research Assistants (Wildlife).**

BOTANICAL SURVEY OF INDIA

Objectives, role and activities

64.6 The Botanical Survey of India, was established in February, 1890, with the objective of surveying and identifying the plant wealth of the country. It is engaged in the activities of completing taxonomic studies of all the flora of the country, preparing lists of endangered species, bringing out volumes on national and state flora, identifying, collecting and preserving specimens of plants which are economically and otherwise beneficial to human beings, and preparing national data.

Organisation & Establishment

64.7 The Director (Rs.5900-7300) is the head of the organisation, which has a total strength of 1663. Of these 134 are in Group A, 77 in Group B, 562 in Group C and the remaining 890 in Group D. The establishment is organised into the mainstream of botanical scientific activity, supported by curating and publication streams, and other administrative and auxiliary personnel as follows:-

STREAM	GROUP				TOTAL
	A	B	C	D	
Botanical Science	125	50	177	86	438
Curating	-	9	42	425	476
Publication	-	12	15	43	70
Medical	1	-	4	2	7

STREAM	GROUP				TOTAL
	A	B	C	D	
Admn. & Accounts	6	2	235	275	518
Common Categories	-	3	89	59	151
Others	2	1	-	-	3
TOTAL	**134**	**77**	**562**	**890**	**1663**

The administrative and auxiliary staff comprises 99 LDCs (Rs.950-1500), 55 UDCs and 16 Assistants Grade II (Rs.1200-2040), 1 Assistant Grade I (Rs.1350-2200), 18 Head Assistants (Rs.1400-2300) and 16 Office Superintendents (Rs.1600-2660), 13 Stenographers Grade III (Rs.1200-2040), 10 Stenographers Grade II (Rs.1400-2600), 1 Stenographer Grade I (Rs.1640-2900) and 1 Senior Stenographer (Rs.2000-3200). The 126 Scientists at Group A level are covered by the provisions of the Flexible Complementing Scheme, which has also been extended to the Computer Programmer.

Demands in Memoranda

64.8 A large number of demands have been made in memoranda received by us. Most of them pertain to merger and upgradation of posts. The Director, Junior Scientific Officer (Chemical), Assistant Curator (IBG), Office Superintendent, Photographer, Fieldman, Rate Collector, Herbarium Attendant and Assistant Electric Pump Operator have all asked for upgradation. A demand has also been made for the merger of pay scales of LDCs and UDCs, and redesignating them as Junior Assistants. Senior Photographers, Senior Artists, Grade II Artists, Copy holders and Senior Malis have asked for merger with the next higher posts. While a general demand has been made for effecting promotion to Group B without involvement of UPSC, Junior Storekeepers, Label Writers, Garden Attendants, Chowkidars, Malis, Safaiwalas and Book Binders have asked for better career prospects in the shape of promotion avenues and Photostat Machine Operators have asked for a special pay for this skilled job.

OUR RECOMMENDATIONS

Director, BSI

64.9 The Director, Botanical Survey of India, has sought upgradation of the post from the present scale of pay of Rs.5900-7300 to Rs.7300-7600, based on the increased role and activities of the organisation. We find that the organisation has 1663 posts in its establishment. Similarly placed organisations like the Zoological Survey of India, are headed by officers in the same or lower scale. Even medical institutions employing a larger workforce are headed by officers in the scale of pay

of Rs.5900-6700. Group A officers of the BS. are covered by the Flexible Complementing Scheme, which benefit has not been extended to the other organisations **The present level of Rs.5900-7309 is, therefore, considered adequate for the Director, and no change is recommended.**

Restructuring the S&T cadres

64.10 We also observe that posts with similar qualifications, designations, promotion and feeder grades, are spread across different pay scales and streams, resulting in an organisational structure not amenable to systematic management in its present form. The administrative Ministry has itself made some attempt to reorganise the structures. However, there is scope for a larger restructuring. The posts of Botanist/Botanist (Horticulture), Assistant Ecologist, Assistant Information Officer, Garden Curator, Assistant Curator (ISIM) and Curator (Herbarium), totalling 63, possess same qualifications, pay-scale (Rs.2000-3500). promotion posts, etc. **We recommend that these posts should be merged into a single grade, to be designated as Botanists and be placed as feeder posts to Scientist B (Rs.2200-4000) (77 posts), as at present, along with the others. The posts of Senior Scientific Assistants, Junior Scientific Officer and Assistant Curator (IBG), also carrying similar qualifications, in the scale of pay of Rs.1640-2900 totalling 99, should be merged into one grade, to be designated as Botanical Assistants and which should be the feeder to the proposed grade of Botanists. Consequently, 22 posts of Scientific Assistants Level II (12), Orchid Assistants (3) and Garden Supervisors (7), presently in the scale of pay of Rs.1400-2300, should also be merged into a single grade of Scientific Assistants in the scale of pay of Rs.1600-2660, as a feeder grade to the posts of Botanical Assistants. 58 posts of Junior Scientific Assistants in the scale of pay of Rs.1320-2040 carrying qualifications of B.Sc.(Botany) may be upgraded to the scale of pay of Rs.1400-2300.** The posts of Plant Chemist, Junior Plant Chemist and Technical Assistant are part of a separate "Plant Chemistry" stream. The 6 posts of Technical Assistants in this stream are in the scale of pay of Rs.1400-2300 and recruited directly with qualifications of B.Sc. Chemistry. **We recommend that they should be upgraded to the scale of pay of Rs.1600-2660**. Recruitment with post-graduate qualifications is not taking place at all upto the entry level of Group A posts, as the entire stream is filled by promotion after the level of Technical Assistant. **We recommend that the 3 posts of Plant Chemists in the scale of pay of Rs.2000-3500 may be filled 75% by promotion failing which direct recruitment and 25% by direct recruitment with post-graduate qualifications in Chemistry, including Plant Chemistry.** No other change is called for in this stream. The emerging cadre structure will be as in **Annexe 64.1. However, the Ministry should undertake a detailed cadre restructuring as the present cadre does not have an appropriate pyramidal shape.**

Standardising designations

64.11 We also observe the existence of a very large number of designations among the scientific and technical cadres. The same designation has often been used at different levels, while in certain pay-scales, there appears to be an avoidable multiplicity of job titles. The administrative Ministry has agreed that some rationalisation is called for on this front also. There are three distinct levels - Group B Gazetted (Rs.2000-3500), Group B Non-gazetted (Rs.1640-2900) and Group C Non-gazetted (Rs.1400-2300) with some supporting staff below that level. Many of these, which carry common qualifications and jointly form feeder grades for higher positions, ultimately merge into a common level of Scientist B at

the Junior Time Scale (Rs.2200-4000), for which some restructuring has been recommended in the previous paragraph. **We recommend the following standardisation of designations in these streams:-**

EXISTING DESIGNATIONS	NO. OF POSTS	PROPOSED DESIGNATIONS
Group B Gazetted Level		
Botanist/Botanist(Hort)	43 }	
Asstt. Ecologist	2 }	
Asstt. Info Officer	9 }	BOTANIST
Garden Curator	6 }	(63 posts)
Asstt. Curator (ISIM)	1 }	
Curator (Herbarium)	2 }	
Group B Non-gazetted Level		
Senior Scientific Assistant	97 }	
Junior Scientific Officer	1 }	BOTANICAl
Asstt. Curator (IBG)	1}	ASSISTANT Grade I (99 posts)
Group C Non-gazatted level		
Scientific Assistant(Level II)	12}	BOTANICAL
Orchid Assistant	3}	ASSISTANT
Garden Supervisor	7}	Grade II (22 posts)
Technical Assistant	6	TECH.ASSTT.(CHEM)
Jr.Scientific Assistant	58	PRESERVATION ASSTT.GRADE.I
Preservation Assistant	24	PRESERVATION ASSTT.GRADE.II

Office Staff

64.12 The Office Superintendents are presently in the scale of pay of Rs.1600-2660, and have sought upgradation to the level of Rs.1640-2900. The administrative Ministry has suggested normal dispensation on the basis of the general pattern for subordinate offices. There is also a demand for merger of pay-scales of LDCs and UDCs in this organisation in the grade of Rs.1200-2040 with the designation of Junior Assistant. The administrative Ministry feels that merger of the two scales is likely to have ramifications in other similar organisations. We are not in favour of the merger of scales of LDC and UDC as it would disturb the subordinate office pattern. However, **we recommend that the organisation should fall in line with the usual subordinate office pattern recommended elsewhere in this report. Accordingly, the Head Assistants may be placed in**

the scale of pay of Rs.1600-2660 and Office Superintendents in Rs.1640-2900.

Fieldmen

64.13 The Fieldmen (Rs.800-1150) are recruited with qualifications of VIII standard pass with 5 years' experience of the relevant field of activity. They have stressed that with similar recruitment qualifications and job content, the posts in the Indian Agricultural Research Institute carry the scale of pay of Rs.975-1540. The matter is before the Board of Arbitration and a decision is yet to be taken. In view of our general recommendations on similar staff elsewhere, and keeping in mind the qualifications and nature of duties, **we do not recommend upgradation of the posts.**

Herbarium Attendants

64.14 Herbarium Attendants in the scale of pay of Rs.750-940 have compared their duties with Mounters in the scale of Rs.775-1025, and demanded upgradation of their scale. The administrative Ministry is of the opinion that while both posts carry the same recruitment qualifications of VIII standard pass, the duties of the Mounter carry greater and more specific skills like drying, pressing, mounting, stitching and labelling of herbarium specimens. The Ministry, having already considered the matter in detail, has not advised upgradation. **In view of the Ministry's advice, the upgradation is not recommended.**

Artist in Drawing Unit

64.15 The Drawing Unit of the BSI has the following posts:

Nomenclature	Pay Scale	No. of Posts
Artist Grade II	Rs.1200-2040	16
Artist Grade I	Rs.1350-2200	1
Senior Artist	Rs.1400-2300	7
Chief Artist	Rs.1640-2900	2

Merger of Senior Artist with Chief Artist at the level of Rs.1640-2900 has been asked for, along with merger of Artist Grade II with Artist Grade I at the level of Rs.1400-2300. The justification furnished in favour of the demand is that entry level qualifications and nature of duties are similar. We observe that the Chief Artist is recruited by promotion from among the Senior Artists with 3 years' service. Similarly, Artist I is a promotion post for Artist II with 3 years' service in the grade. Recruitment qualifications for the Senior Artist are Matriculation with diploma in Fine Arts or Commercial Art and 3 years' experience. Artist Grade II is recruited with similar educational qualifications, without the requirement of experience. We have made general recommendations relating to this category of posts elsewhere in this report. Keeping them in mind, **we recommend the following scales of pay for the above posts in the BSI -**

DESIGNATION		PAY-SCALES	
EXISTING	PROPOSED	EXISTING	PROPOSED
	(Rs.)	(Rs.)	
Artist (Grd II)	ARTIST Grd.II	1200-2040	1600-2660
Artist (Grd.I)	ARTIST Grd.II	1350-2200	1600-2660
Sr. Artist	ARTIST Grd.I	1400-2300	1640-2900
Chief Artist	Sr.ARTIST	1640-2900	2000-3500

Direct recruitment should be resorted to at the level of ARTIST Grd.II (Rs.1600-2660) with qualifications of matriculation with degree/diploma in Fine Arts or Commercial Art and 2 years' experience, wherein the posts of Artists Grade II and Artist Grade I will merge. Consequently Senior Artists and Chief Artists should be upgraded to the scales of pay of Rs.1640-2900 and Rs.2000-3500 with revised designations of Artist Grd.I & Sr.Artist, respectively.

Photographers

64.16 There are 4 posts of Senior Photographer in the scale of pay of Rs.1400-2300, recruited by promotion from among 9 posts of Photographer (Rs.1200-2040) with 6 years' service in the grade. The latter posts are the entry level grade with qualifications of matriculation, sound knowledge of Photography including developing, printing, enlarging, copying and preparation of slides, and five years' experience. In our general recommendations on this common category made in the relevant chapter, we have suggested that Photographers should be recruited in the scale of Rs.1320-2040 with matriculation and a diploma in photography, with 2 years' experience. The Photographers of the Zoological Survey of India have also been recommended a similar three-grade structure. **We recommend that the Botanical Survey of India should also follow the same pattern for their posts of Photographers. Photographers at entry should be placed in the scale of pay of Rs.1320-2040 with the qualifications indicated above, and redesignated as Photographer II. Senior Photographers should continue in the same scale, except that they will be redesignated as Photographer I, and one post of Senior Photographer may be upgraded to the scale of pay of Rs.1600-2660, and retain the existing designation.** The two higher grades will be filled entirely by promotion.

Copy Holders

64.17 We do not recommend merger of the post of Copy Holder (Rs.950-1500) with Proof Readers (Rs.1200-1800) in view of the differences in

qualifications and nature of duties, and also the fact that Proof Readers are promotion posts for Copy Holders and LDCs

Open market Services

64.18 The organisation also engages at least 9 persons in isolated posts for which services are readily available in the open market, such as, Blacksmith, Book-binders, Carpenters, Fitters and Masons. **We recommend that these posts may be abolished after they fall vacant and the services should be obtained from the open market.**

General demands and pay-scales

64.19 As regards the demands for provision of promotion avenues, on the lines of personal promotions, or upgradations for want of higher positions, etc. our recommendations on the Assured Career Progression Scheme in the relevant chapter may be referred to. Other recommendations on pay scales in general are also given in the relevant chapters.

FOREST SURVEY OF INDIA

Introduction

64.20 The Forest Survey of India is entrusted with the task of survey of forest resources of the country with the objective of assessing the extent of forest cover, monitoring on a two year cycle the broad changes in forest vegetation cover of the country and preparing thematic maps through use of remote sensing data with maximum essential ground truth verification on a ten year cycle and related activities.

Organisational set up and Establishment

64.21 A subordinate office of the Ministry of Environment and Forests, the organisation has its headquarters at Dehra Dun and four zonal offices located at Bangalore, Calcutta, Nagpur and Shimla. The Forest Survey of India is headed by a Director in the scale of Rs.5900-6700, an officer of the Indian Forest Service, and has a total staff strength of 479 of which, 51 are in Group A, 41 in Group B, 327 in Group C and 60 in Group D. These posts are organised into scientific, technical administrative and auxiliary streams, with the usual subordinate office pattern.

Demands in Memoranda

64.22 Demands in memoranda relate to upgradation of the posts of Director, Regional and Headquarter Joint Directors, besides certain technical posts, namely the Senior and Junior Technical Assistants, Deputy Rangers and Fieldmen. These are based on comparisons with other forestry posts. Lack of promotion avenues has also been cited as a ground, in some cases, for making the demand.

OUR RECOMMENDATIONS

Director and Joint Directors

64.23 The Director in the scale of Rs. 5900-6700, as head of the institution is an ex-cadre post for the Indian Forest Service. The Regional Joint Directors (Rs.4500-5700) are heading the four regional offices, each covering four/five States in conducting forest surveys and mapping. These officers are also drawn from the Indian Forest Service on ex-cadre basis from the level of Conservators. Keeping in mind the vide areas of responsibility and job content, we feel that the work involves a qualitatively larger input by way of advancing technologies in the field of survey and mapping. **We recommend that the post of Director should be upgraded to the scale of pay of Rs. 7300-7600, and redesignated as**

Director-General. Consequent on the placement of Conservators of Forest in the scale of pay of Rs. 5100-6150, the Regional Joint Directors should be redesignated as Regional Directors.

Technical Staff

64.24 There are 29 Senior Technical Assistants in the scale of pay of Rs.1640-2900, who have requested for upgradation to the scale of Rs.2000-3500, comparing their duties and responsibilities with the Assistant Conservators of Forests. They are recruited 100% by promotion, failing which by transfer on deputation. The next lower level is that of 50 Junior Technical Assistants in the scale of pay of Rs.1400-2300 recruited 50% by promotion from among Deputy Rangers with 8 years' service, and 50% by direct recruitment with qualification of 3-year Certificate in Forest Rangers course or Graduation with knowledge of Maths. Deputy Rangers, in turn, are recruited in the scale of Rs.1200-2040, 50% by promotion of Fieldmen (120 posts) and 50% by direct recruitment. A Fieldman is the basic entry grade in the scale of Rs.950-1400 with qualification of matriculation. We observe that Senior Technical Assistants with 5 years' service have a 50% promotion avenue directly to 16 posts of Assistant Directors in the scale of pay of Rs.2200-4000, Group A. We are unable to accept the plea of lack of promotion avenues. In fact, a direct promotion from the scale of pay of Rs.1640-2900 to the scale of Rs.2200-4000, without any post-graduate direct recruitment at any stage between the levels of Rs.950-1400 and Group A is somewhat anomalous. **We recommend that 14 of the 29 posts of Senior Technical Assistants should be upgraded to the scale of pay of Rs.2000-3500, filled 50% by Direct Recruitment with post-graduate qualifications, and 50% by promotion, and designated as Technical Officers.** The remaining 15 posts will continue in the existing pay-scales, without change. **We also recommend that in view of the qualification of graduation at the level of Junior Technical Assistants, they should be upgraded to the scale of pay of Rs.1600-2660. Consequent on the rationalisation of the scale of pay of Rs.1200-2040, the Deputy Rangers should be placed in the scale of Rs.1320-2040.** In view of the qualifications and nature of duties no change is called for in the pay-scale of the Fieldmen.

INDIRA GANDHI NATIONAL FOREST ACADEMY

Introduction

64.25 Training of officers of the Indian Forest Service - one of the three All India Services - is the mandate of the Indira Gandhi National Forest Academy, a subordinate office of the Ministry of Environment & Forests. Prior to 1987, the training in Forestry and Forest Research was conducted by the Forest Research Institute and Colleges. The 1987 re-organisation delinked research from training. The Indian Forest College was renamed as the Indira Gandhi National Forest Academy (IGNFA). Besides induction training in forestry and allied subjects for IFS Probationers, the Academy also conducts refresher courses for in-service officers in advanced technologies and recent trends, including those in the field of computer application and project formulation, planning, implementation and evaluation.

Organisation & Establishment

64.26 The Academy is headed by a Director in the scale of pay of Rs.5900-6700. It engages a total of 130 personnel - 32 in Group A, 3 in Group B, 24 in Group C and 70 in Group D. The posts are organised into the teaching and Forest

Service streams at the Group A level, along with the usual technical, office and auxiliary staff for support at the lower levels, besides a post each of PT/Sports Officer and Assistant Engineer at the Group B level.

Issues before the Commission

64.27 The Academy is facing difficulties in making recruitments to vacant posts, requiring very high qualifications, but scales not commensurate therewith, and lack of promotion avenues. At the Group B level, the Academy feels that the period of deputation should be increased from 3 to 5 years, as the present tenure is too short for experience to be gainfully deployed. Demands have also been made by the office staff for upgradation and provision of adequate promotion avenues. Director of the Academy also has sought upgradation at par with heads of other training institutions for the All India Services.

Director, IGNFA

64.28 The post of Director is presently a part of the Indian Forest Service at the SAG level, and is supported by two Joint Directors (Rs.4500-5700), one for Administration and one in the faculty. Heads of the training institutes for the All-India as well as Central Group A services are placed in the scale of Rs.7300-7600. The administrative Ministry has also suggested upgradation of the Director of IGNFA to bring the post at par with the other training institutes. **We recommend that the post of Director may be upgraded from the scale of pay of Rs.5900-6700 to Rs.7300-7600. Consequently, the post of Joint Director (Administration) may also be upgraded to the scale of pay of Rs.5900-6700, and redesignated as Additional Director,** to bridge the gap between the head of the institute and the next lower post.

Other Teaching Personnel

64.29 The PT and Sports Officers and the Assistant Professors (Engineering & Survey) of the teaching stream are isolated posts filled by direct recruitment. The Ministry has suggested that in-situ promotion should be extended to them on the lines of the Flexible Complementing Scheme. The scheme is presently available to some of the Group A teaching faculty, as a consequence of their originally having been in the Forest Research Institute. **Flexible Complementing Scheme should be withdrawn from the Academy in view of our recommendation elsewhere to limit its applicability to R&D professionals and transfer of research activity to the State Governments. The provisions of the Assured Career Progression scheme will take care of promotion aspirations.**

General pay scales

64.30 As regards the other demands mentioned above and replacement scales in general, we have made recommendations in the appropriate places of this report.

NATIONAL ZOOLOGICAL PARK

Introduction

64.31 The National Zoological Park was set up in 1955 with the objective of conservation and breeding of wild animals, educating the public about Flora and Fauna, conducting research on the biology of animals, and amusement and entertainment of public by display of different types of animals and birds. The National Zoological Park, is a subordinate office of the Ministry of Environment and Forests. It is the only Zoo run by the Central Govt.

Size and Distribution of

64.32 National Zoological Park is headed by a Director who is in the scale of Rs.3700-5000 with a total staff strength of 250, 3 in Group A, 5 in Group B, 45

Establish-ment

in Group C and 197 in Group D. In the discharge of his duties, the Director is assisted by a Joint Director and a Senior Veterinary Officer both in the scale of pay of Rs 3000-4500. The Park also has a Curator, Administrative Officer, Garden Superintendent and Assistant Veterinary Officer, besides the support and auxiliary staff.

Demands in Memoranda

64.33 Demands have been made in Memoranda for upgrading the scale of pay of the Director and Joint Director and their coverage under the Flexible Complementing Scheme. The Administrative Officer has sought parity with his counterpart in the National Museum of Natural History and consequent upgradation, and the Biological Assistant desires a higher pay-scale in view of the qualifications and nature of duties. The Fourth CPC did not make any specific recommendation on this organisation.

Director and Joint Director National Zoological Park

64.34 The post of the Director of the Park is filled by transfer on deputation or transfer or by direct recruitment, and is usually manned by a scientist or an officer of the Indian Forest Service on deputation basis. The administrative Ministry considers the existing scale of pay very low compared to the leading zoos in the country, which are headed by officers of the level of Conservator of Forests (Rs.4500-5700). It has suggested that the Director of the National Zoological Park should not be lower in rank to the Conservator of Forests. In view of the importance of the National Zoological Park, **we recommend that the post of Director should be upgraded to the scale of pay of Rs.4500-5700 and be filled by an Indian Forest Service Officer on deputation.** Keeping in view the duties and responsibilities of the post of Joint Director, and the fact that he is second in command, the Ministry has also suggested upgradation of this post along with coverage under the Flexible Complementing Scheme. On similar considerations as for the post of Director, **we recommend that the post of Joint Director should also be upgraded to the scale of pay of Rs.3700-5000, and be filled by an Indian Forest Service Officer on deputation.** We do not recommend extension of the Flexible Complementing Scheme to this post, as it will not be manned by a R&D professional.

Veterinary Officers

64.35 The park has one post each of Veterinary Officer (Rs.3000-4500) and Assistant Veterinary Officer (Rs.2000-3500). In accordance with our recommendations on Veterinary Officers and Veterinarians, made in the relevant chapter, **we recommend that the post of Assistant Veterinary Officer should be upgraded to the scale of pay of Rs.2200-4000 and this post as well as the post of Veternary Officer should be encadred in the Central Veterinary Service.**

Biological Assistant

64.36 A Biological Assistant in the National Zoological Park is recruited directly in the scale of pay of Rs.1400-2300, with qualifications of M.Sc. in Zoology and 2 years of research or teaching experience in animal science. The administrative Ministry has suggested that the post should be placed in a scale equivalent to Rs.550-900 as recommended by the Third CPC. Keeping in mind the educational qualifications of Master's degree at entry, **we recommend that the post should be placed in the scale of pay of Rs.1600-2660. It will have two assured career progression levels in the scale of pay of Rs.1640-2900 and Rs.2000-3500.**

General Pay Scales

64.37 For the remaining posts our recommendations in the relevant chapters of this report will be applicable

ZOOLOGICAL SURVEY OF INDIA

Introduction

64.38 Zoological Survey of India(ZSI) , established in 1916, is the premier and pioneering scientific organisation in the country, playing a key role in the faunal explorations and eco-system management. It is an agency for environmental impact assessment and submits its observations and recommendations from time to time before any project is cleared by the Government. ZSI has been playing a primary role in fisheries resource survey, including its appropriate utilisation. agriculture and forest pest survey and their management, formulation of methods for conservation of agro eco-system in view of the present day agricultural practices, vector survey for control of diseases, effect of development projects on natural eco-systems, besides its primary role for exploration of faunal resources

Organisational set-up and distribution of establishment

64.39 The Zoological Survey of India is a subordinate office of the Ministry of Environment and Forests with its headquarters at Calcutta and sixteen regional stations located in different parts of the country. It is headed by a Director in the scale of Rs.5900-7300/-, with a total strength of 1196 personnel distributed in the Scientific, Technical, Administrative, Accounts, Stores and auxiliary streams, as follows:

Stream	Group				Total
	A	B	C	D	
S&T	147	73	313	132	665
Administrative	2	9	85	128	224
Accounts	1	--	1	--	2
Stores	1	--	1	--	2
Auxiliary	--	3	249	51	303
TOTAL	151	85	649	311	1196

Group A posts in the Scientific stream are subject to the Flexible Complementing Scheme of career progression, with entry at the level of Zoologist (Scientist B) (Rs 2200-4000/-), through Direct recruitment (75%) and promotion (25%)

Demands in Memoranda

64.40 Group B officers have complained of being hit by stagnation and have demanded provision of promotion opportunities. Taxidermists have sought upgradation on a comparison with the posts in the National Museum of Natural History. Photographers and Senior Photographers have demanded upgradation on the pattern of their counterparts in the Botanical Survey of India. While upgradation and career progression have also been asked for by the Junior Draftsman, Laboratory Assistants and Taxidermist, Lower Division Clerks of the Survey have demanded grant of a special pay for shouldering higher responsibilities.

Assistant Zoologists

64.41 Though the Group A scientists are covered by the Flexible Complementing Scheme of promotion, Assistant Zoologists in the pay-scale of Rs.2000-3500, 72 in number, have promotion prospects to the extent of only 25% to the 75 posts of Scientist B (Rs.2200-4000). Assistant Zoologists are recruited 33-1/3% directly, with Master's degree in Zoology and two years' of relevant experience, and 75% by promotion from among 61 posts of Senior Zoological Assistants (Rs.1640-2900) with 3 years' service. The administrative Ministry has also pointed out the problem of acute stagnation and suggested opening of more promotion avenues. In order to improve promotion prospects, **we recommend that direct entry at the level of Zoologist (Scientist B) in the scale of pay of Rs.2200-4000 may be reduced to 60%. The remaining 40% of the posts at this level may be filled by promotion from Asstt. Zoologist Grade I. Further, out of the existing 72 posts of Assistant Zoologist, 32 posts should be placed in the scale of pay of Rs.2500-4000, and redesignated as Assistant Zoologist Grade I. The remaining 40 posts will continue in the existing pay scale with designation as Asstt. Zoologist Grade II.**

Junior Draftsmen

64.42 There are 2 posts of Junior Draftsmen in the ZSI in the scale of pay of Rs.975-1540, recruited directly with qualifications of Matriculation and a certificate of draftsmanship. Prior to the 3rd CPC they were in the scale of pay of Rs.110-200, when the 3rd CPC granted the replacement scale of pay of Rs.260-430. They were granted the present scale based on the recommendations of the 4th CPC. The administrative Ministry has suggested that the posts should be placed in a higher scale in accordance with the scales provided for comparable posts in other organisations. In line with our general recommendations on Draftsmen made in the relevant chapter, **we recommend that the Junior Draftsmen of the ZSI may be placed in the scale of pay of Rs.1200-2040, and redesignated as Draftsman III.** The will have assured career progression to the level of Draftsman II (Rs.1400-2300) and Draftsman I (Rs.1600-2660) on completion of the 10th and 20th year of service, respectively.

Photographers

64.43 The ZSI has 16 posts of Photographers (Rs.950-1500) and 7 Senior Photographers (Rs.1200-1800). The former are recruited directly with qualifications of matriculation and 2 years of relevant experience, and the latter are 100% promotion posts for them. The posts in the Botanical Survey of India (BSI), on the other hand, are in the scales of pay of Rs.1200-2040 and Rs.1400-2300, respectively, with comparable qualifications except diploma in phography is also required in addition to matriculation. In our general recommendations on this common category, we have recommended a three grade structure, requiring direct recruit entrants to possess matriculation, diploma in photography, and two years of relevant experience. However, on a comparison with the posts in the Botanical Survey of India, **we recommend that Photographers may be upgraded from the scale of pay of**

Rs.975-1540 to the scale of pay of Rs.1200-2040, and redesignated as Photgrapher Grade III. Future incumbents to this post should be required to posses the qualifications we have recommended above. Since the post of Senior Photographer is a promotion post for the Photographer, it **should be placed in the scale of pay of Rs.1400-2300, filled entirely by promotion and redesignated as Photgraphers Grade II. The scale of pay of Rs.1600-2660 should also be introduced, carrying the designation Photographer I**, to have uniformity with other orgaqisations, as also provide for the second scale under the proposed Assured Career Progression Scheme.

Taxidermists

64.44 Taxidermists prepare skin and skeleton of animals and birds for study and exhibition purpose and are presently placed in the scale of Rs.1400-2300 in the ZSI The cadre structure in the Taxidermy stream is as follows:-

NOMENCLATURE	PAY-SCALE	NO. OF POSTS
Sr. Taxidermist	Rs.1640-2900	2
Taxidermist	Rs.1400-2300	5
Jr. Taxidermist	Rs.1200-2040	10
Asstt.Taxidermist	Rs.800-1150	2
Taxidermy Attdt.	Rs.750-940	2

The question of parity with Taxidermists in the National Museum of Natural History in the scale of pay of Rs.1640-2900, was considered earlier by the administrative Ministry in consultation with the Ministry of Finance. The latter did not accept the contention in view of the lower qualifications for the posts in ZSI, 100% direct recruitment in the Museum compared to 100% promotion in the ZSI, and to avoid merger of feeder and promotion grades in the Survey. We observe that direct entry in this cadre is at the level of Junior Taxidermist, to the extent of 50%, with qualifications of matriculation and an ability to prepare skins and skeletons. The remaining 50% are recruited by promotion from among Assistant Taxidermists who are expected to be middle pass with knowledge of Taxidermy. We are of the opinion that Taxidermy itself is a skilled profession of a unique type. **We, therefore, recommend that the 10 posts of Junior Taxidermist may be placed in the scale of pay of Rs.1400-2300, redesignated as Taxidermist Grade III, and filled 100% by direct recruitment with qualifications of matriculation and 3 years practical experience in Taxidermy. The 5 posts of Taxidermist should accordingly be placed in the scale of Rs.1640-2900, redesignated as Taxidermist Grade II and filled entirely by promotion, and the 2 posts of Senior Taxidermist should be placed in the scale of pay of Rs.2000-3500, resdesignated as Taximdermist Grade I and filled by promotion. The qualifications of incumbents at the Group D level should be retained as 5th standard as against none at present, and 8th standard for other Group D staff. At this level, the Taxidermy stream should be placed in a three-tier cadre structure as given in Annexe 64.2.** The incumbents of the post of Assistant Taxidermist will be adjusted against the post of Taxidermy Attendant Grade I in the scale of pay of Rs.800-1150.

Office Staff

64.45 The ZSI often utilises the services of LDCs to perform duties of UDCs

of the increase in these duties, has been considered by the administrative Ministry, which feels that no special pay is admissible for temporary increase in workload, and also that such a special allowance is not admissible in any other Department or Office of the Central Government. A work study also requires to be undertaken in order to decide on the appropriate work ratio between LDCs and UDCs. **We agree with the viewpoint of the Ministry and do not recommend grant of any special pay for temporary increase in workload. If workload justifies, new posts should be created after a proper job evaluation.** The application of the Assured Career Progression for financial advancement will relieve problems of stagnation.

General Pay

64.46 As regards the Laboratory Assistants and other categories of personnel, our general recommendations made in the relevant chapters will apply.

POSTS OUTSIDE THE SECRETARIAT

Ganga Project Directorate Posts outside the Secretariat

64.47 The Ganga Project Directorate, an attached office of the Ministry of Environment and Forests, services the Steering and Monitoring Committees of the Central Ganga Authority. This Authority, established in 1985 under the chairmanship of the Prime Minister, lays down the policies for works to be taken up under the Ganga Action Plan. The Directorate is headed by a Project Director in the scale of pay of Rs.7300-7600, and has a total staff strength of 120 personnel. The Group A comprises 24 personnel, among whom are 14 scientists covered by the Flexible Complementing Scheme. There are 29 Group B personnel and another 39 and 28 are in Group C and D, respectively.

NAEDB

64.48 The National Afforestation & Ecology Development Board evolves strategies for ecologocial restoration of degraded forest areas and adjoining lands through natural regenration or other appropriate interventions and promotes efforts to meet fuelwood, fodder and other needs of the rural communities. It also sponsors research into new technologies for regeneration and development of degraded forest land. An attached office of the Ministry, the Board is headed by an Additional Secretary in the scale of pay of Rs.7300-7600, and has a total staff strength of 103, with 21 in Group A, 34 in Group B, 35 in Group C and 13 in Group D. The Group A comprises 2 scientists covered by the Flexible Complementing Scheme, 5 officers of the Indian Forest Service, and the remaining from the other organised services under the Central Staffing Scheme.

NMNH

64.49 The National Museum of Natural History (NMNH) is a subordinate office of the Ministry. It is an institution devoted to environmental education and creation of conservation awareness among the public, with several galleries that deal with biological diversity, ecology and conservation. Headed by a Director in the scale of pay of Rs.5900-6700, it has a total of 154 personnel. Of the 27 Group A officers, 24 are scientisits subject to the Flexible Complementing Scheme, and the remaining three assist in administration, finance and accounts. There are also 15 Group B and 62 Group C staff, besides 50 in Group D, comprising the scientific and technical and auxiliary support.

General Pay Scales

64.50 For our recommendations on general replacement pay-scales, allowances and conditions of service for all the above posts, the relevant chapters may be referred to.

Annexe 64 1
(See para 64 10)

PROPOSED CADRE STRUCTURE IN BOTANICAL SURVEY OF INDIA

1	Bota-nists	63	2000-3500	2000-3500.	75% Promo-tion FDR 25% DR	75% promo-tion with PG 25% DR
2	Sr Scienti-fic Asstt	99	1640-2900	1640-2900	40% Promo-tion FDR 60% DR	1 0 0 % promo-tion
3	Scienti-fic Asstt.	22	1400-2300	1600-2660	50% Promo-tion FDR 50% DR	50% Promo-tion with B Sc 50% DR
4	Jr. Scienti-fic Asstt.	58	1320-2040	1320-2040	Promo-tion FDR	No Change
5.	Preservation Asstt Gr.II	24	975-1500	975-1540	75% Promo-tion FDR 25% DR	No Change
6.	Specimen Collec-tor		800-1150	800-1150	Promo-tion FDR	No Change

PLANT CHEMISTRY STREAM

1.	P l a n t chemist	3	2000-3500	2000-3500	1 0 0 % Promo-tion FDR	75% Promo-tion with PG FDR 25% DR
2.	J r . P l a n t Chemist	1	1640-2900	1640-2900	1 0 0 % Promo-tion FDR	No change
3	Techni-cal Asstts II	6	1400-2300	1600-2660	1 0 0 % Promo-tion FDR	100% DR with Gradua-tion

Annexe 64 2
(See para No.64 44)

PROPOSED CADRE STRUCTURE OF TAXIDERMISTS IN ZOOLOGICAL SURVEY OF INDIA

Three tier cadre structure may be introduced with following qualifications indicated against the posts.-

GROUP D:

Taxiderming Attendant (by direct rectt)	(Gr III)	750-940	2 posts	5th standard with practical experience as taxidermist
Taxiderming Attendant (by promotion)	(Gr.II)	775-1025	1 post	
Taxiderming Attendant by promotion	(Gr.I)	850-1150	1 post	

GROUP C

Taxidermist	(Gr.III)	1400-2300	10 posts	Matric + 3 yrs. practica experience as Taxidermist
Taxidermist (By promotion)	(Gr.II)	1640-2900	5 posts	
Taxidermist	(Gr.I)	2000-3500	2 posts	

Taxidermy is a skilled profession in a unique form, the incumbents qualifications at Group D entry level can be retained with educational qualification of 5th standard, against "nil" at preesent and 8th standard for other Group Ds. The previous incumbents of the post of Asstt. Taxidermist in the scale of Rs. 800-1150 will get adjusted at the level of Taxidermy Attendant (Grade I).

Group C Jr. Taxidermists will be upgraded as Taxidermists Grade III, Taxidermists to Gr.II and Sr. Taxidermists to Gr I.

65

Ministry of External Affairs

INTRODUCTION

Organisation and Functions

65.1 Responsible for the country's foreign relations, the Ministry of External Affairs follows the general pattern of other Ministries of the Government of India. It does not, however, participate in the Central Secretariat Services Scheme and its personnel requirements are catered to by the two organised services, the Indian Foreign Service (A) and the Indian Foreign Service (B). The Legal and Treaties Cadre and the Interpreters Cadre are other smaller organised cadres in the Ministry. The Central Passport Organisation is a subordinate office of the Ministry.

65.2 Headed by the Foreign Secretary, the Ministry had a sanctioned strength of 6,306 posts as on 31.3.1994 the Group-wise distribution of which is as follows:

Group	Number of Posts
'A'	847
'B'	2,073
'C'	2,520
'D'	864
Unclassified	2
Total	6,306

INDIAN FOREIGN SERVICE (A)

65.3 This has been discussed in the Chapter on Group 'A' Central Services

INDIAN FOREIGN SERVICE (B)

Constitution

65.4 Initially constituted in 1956, the Service came into regular existence in 1964. It is patterned closely on the three organised Services (Central Secretariat Service, Central Secretariat Clerical Service and Central Secretariat Stenographers' Service) under the Central Secretariat Services Scheme. Besides the general cadre comprising posts of Lower and Upper Division Clerks, Assistants, Section officers and Under Secretaries, the Service also has two sub-cadres comprising the Stenographers, Personal Assistants, etc. and the Cypher Staff. Recruitment to the Service is made through the same examinations as are applicable for appointment to posts covered under the Central Secretariat Services Scheme. Of the total strength of 2,880 posts in different cadres of the Service including the Cypher sub-cadre, 1,438 posts are in the headquarters of the Ministry and the remaining 1,442 posts in the Indian Missions and Posts abroad. Only 146 posts are, however, in Grade I of the Service comprising posts of Under Secretary at headquarters and of First and Second Secretaries in Missions abroad.

Improvements in career prospects

65.5 Our attention has been invited by the associations representing personnel of the Service to the acute stagnation in all grades of the Service. They have urged (a) enlargement of the avenues of promotion to posts in the Indian Foreign Service (A) by increasing the promotion quota from 22.5 per cent at present to 40 per cent, (b) an increase in the frequency of cadre reviews to be undertaken along with the reviews in the case of the Indian Foreign Service (A), and (c) introduction of a limited departmental competitive examination for the Section Officers for promotion to posts of Under Secretary.

65.6 There is no denying the fact that cadre reviews should be undertaken promptly and periodically. We have also separately recommended that these should be made mandatory and justiciable. We, however, find that direct recruitment to 15 per cent of the posts of Section Officer has now been discontinued by the Ministry. **This is a retrograde step and the direct recruitment at this level must be resumed forthwith.** Currently, only those directly recruited as Assistants in the scale of pay of Rs.1640-2900 are eligible for promotion to the Group 'A' Service. **Having regard to the rigorous selection procedures adopted for recruitment to Group 'A' Services and to the imperative need to ensure that there is no dilution of the quality and calibre of its personnel, we are not in favour of a larger percentage of posts being reserved for promotion of personnel of the Group 'B' Service.** Further, as mentioned at the outset, the Indian Foreign Service (B) is broadly patterned on the Central Secretariat Services. A limited departmental competitive examination for promotion to posts of Under Secretary has not been introduced for Section Officers of the Central Secretariat Service. A departure only in the case of the personnel of the Ministry of External Affairs would have avoidable repercussions and is, therefore, not recommended.

Headquarters Allowance

65.7 Officers of the Indian Foreign Service (A) are presently entitled to a Headquarters Allowance when posted as Under Secretary, Deputy Secretary or Director in the Ministry. This is not admissible to the personnel of the Indian Foreign Service (B) which, according to them, is discriminatory. The Service is, however, structured on the pattern of the Central Secretariat Service and its personnel are also not being paid this Allowance on valid and justifiable.

considerations **In our view, the comparison with officers of the Indian Foreign Service (A) is not appropriate and we do not recommend payment of Headquarters Allowance to this category.**

SECTION OFFICERS

Scale of pay

65.8 Section Officers of the Service, presently in the scale of pay of Rs.2000-3500, have urged that their scale of pay should be equal to that of the Public Relations Officers in the Central Passport Organisation, as was the position prior to January 1986. We find that the post of Section Officer was, in fact, in a lower scale of pay (Rs.350-900) earlier in relation to the post of Public Relations Officer (Rs.475-800). The scales of pay of both the posts became identical (Rs.650-1200) only as a result of the rationalisation of scales of pay recommended by the Third CPC with the objective of reducing their number and was not based on similarity of duties or functional responsibilities. On the other hand, the subsequent recommendation of the Fourth CPC to place the Public Relations Officers in the higher replacement scale of pay of Rs.2200-4000 was a conscious one arrived at in cognizance of their exercising statutory powers in the absence of the Passport Officers, the executive functions performed by them as heads of offices as well as their responsibility of having to liaise with State Governments. Upward revision of the scale of pay of Section Officers in the Ministry cannot also be considered in isolation of similar personnel in the Central Secretariat and its allied services. **In the circumstances, the demand would not appear to be justified and the Section Officers may be placed only in the replacement scale of pay recommended by us for their counterparts in the Central Secretariat Service.**

Foreign Allowance

65.9 Foreign Allowance, which is intended as a compensation for increase in cost of living, is admissible to officials posted in Missions abroad at varying rates depending upon their status. The rates are also revised and adjusted periodically with reference to the cost of living in the concerned countries based on the recommendations of the Foreign Service Inspectors. The Section Officers have urged that they should be paid the allowance at the same rates as are applicable to probationers of Indian Foreign Service (A) who are designated as Third Secretaries in the missions and not at the rates applicable to the Assistants as at present. We have been informed by the Ministry that the rates in the case of Section Officers have been increased recently by 15 per cent. **In any case, the equation sought with Group 'A' Officers is not justified, since Section Officers are only in Group 'B' and we recommend that the status quo may be maintained.**

STENOGRAPHERS SUB-CADRE

Restructuring of cadre

65.10 General instructions were issued that the Stenographers' cadre in Secretariat organisations should be restructured in the ratio of 40:40:20. It has been brought to our notice that the promotion prospects of Stenographers in the Ministry have been adversely affected because of non-implementation of these instructions, which resulted in 44 posts of Personal Assistant not being upgraded to those of Private Secretary.

65.11 We find that restructuring of the Stenographers' cadre in the

Ministry so as to conform to the position prevailing in the Central Secretariat Stenographers Service is not likely to confer any special advantage In fact, this would necessitate a reduction in the number of posts of Private Secretary and Grade 'C' Stenographer. This would also have an adverse impact on the Ministry's functional requirements. **Any restructuring of the cadre will, therefore, necessarily have to be based on clearly-established functional requirements and improvements in promotion alone cannot be adequate justification for upgradation of posts, which will have to be considered on the basis of periodical cadre reviews. This, combined with the introduction of the Assured Career Progression Scheme recommended by us, should provide some relief to this sub-cadre.**

Deployment as Special Assistants

65.12 The Stenographers have further urged that Principal Private Secretaries should be deployed as Special Assistants to Heads of Missions when posted abroad We have been informed by the Ministry that the post of Special Assistant in our missions abroad is representational in character. Principal Private Secretaries not having been accorded representational status and having regard to the functional responsibilities and obligations of the post of Special Assistant, it has not been possible for us to accede to this demand. **Our recommendations in regard to the post of Principal Private Secretary in the Central Secretariat Stenographers Service should, however, be extended to their counterparts in the Stenographers sub-cadre of the Indian Foreign Service (B).** The post of Special Assistant may also be redesignated as Private Secretary to the Head of Mission so as to conform to the designation of similar posts attached to Ministers.

HOSTEL ASSISTANTS

Scale of pay

65.13 It has been represented that the edge over the Assistants in Grade IV of the Indian Foreign Service (B) provided by the Fourth CPC to the Hostel Assistants in the External Affairs Hostel by placing them in a higher scale of pay of Rs.1640-2900 had been nullified following the subsequent equation of the scale of pay of these two posts. Restoration of edge has, therefore, been urged. We do not find adequate justification for placing the Hostel Assistants in a scale of pay higher than that of Assistants in the Ministry. **In fact, we are of the view that, instead of continuing to maintain separate and distinct posts of Hostel Assistant, these should form part of the Assistants' sub-cadre.**

CYPHER SUB-CADRE

Promotion as Section Officers

65.14 Promotions to posts of Section Officer are presently made in a predetermined ratio based on the individual strength of the two sub-cadres of Assistants and Cypher Assistants. Maintenance, as urged by the Cypher Assistants, of a common seniority list of the two categories for the purpose may not be desirable as this would adversely affect the interest of both sub-cadres **The present procedure, which ensures that each sub-cadre gets its due share of promotion, is a rational one and we do not recommend any change.**

Advance increments

65.15 Based on the recommendations of the Third CPC, the Cypher Assistants were entitled to three advance increments on completion of their probation. This benefit was withdrawn from January 1986 in the absence of a

specific recommendation of the Fourth CPC in regard to its continuance It has been urged that it should be restored. We find that though there is an element of direct recruitment, posts of Cypher Assistants are filled generally by promotion and the monetary benefit that accrues on promotion is not insubstantial. Besides, the scale of pay of the post has also recently been equated to that of Assistants (Rs.1640-2900). **We do not, in the circumstances, recommend revival of the scheme of advance increments.**

65.16 Our recommendations on various other demands of personnel borne on the sub-cadre of Cypher Assistants are as follows:

Special Pay

(a) **The special pay of Rs.100 per month presently admissible may be enhanced to Rs.200 per month to be termed as "Keyman Allowance"** in conformity with our general recommendations on Special Pay.

Night Duty Allowance

(b) Any special dispensation only in the case of Cypher Assistants not being justified, **Night Duty Allowance at headquarters may be paid only in terms of of our general recommendations applicable to all employees. Its quantum may, however, be increased by 25 per cent in missions abroad** as proposed by the Ministry, which may also take appropriate decisions, in consultation with the Finance Ministry, whether this should be paid in Indian or hard currency.

Conveyance Allowance

(c) **Conveyance Allowance for performing shift duties at headquarters may be regulated in terms of our general recommendations** and the present practice of reimbursing taxi charges in missions broad may continue.

Overtime Allowance

(d) We have separately recommended that payment of overtime allowance should be restricted only to certain specified categories. Compensation in the form of Night Duty Allowance is also already available to the Cypher Assistants. **We do not recommend payment of overtime allowance either at headquarters or in missions abroad.**

Issue of Diplomatic Passports

(e) **The Ministry itself may arrive at appropriate decisions** on the question of issue of Diplomatic Passports to the Cypher Assistants in terms of the principles and guidelines evolved for the purpose.

Pool Accommodation

(f) Final decision on the question of providing a separate pool of residential accommodation for the Cypher Assistants, which is stated to be already under the Ministry's consideration, may be expedited.

OTHER ALLOWANCES AND FACILITIES

65.17 Other demands relate to enhancement of the Outfit Allowance, increase in "emergency passages" for travel to India when posted abroad and insurance cover for transportation of personal effects on transfer, provision of insurance cover during Home Leave spent in India, liberalisation of provisions governing assistance for education of children and reservations in schools and colleges, and arrangements for administration of pool accommodation for Officers of the Indian Foreign Service at Delhi. Our recommendations thereon are as

follows:

Outfit Allowance

(a) The rates of Outfit Allowance having been revised only recently with effect from January 1994, we do not consider a further increase to be justified.

Emergency Passages

(b) Two single emergency passages in their entire service career are presently admissible to officials to enable them to travel to India from Missions abroad in actual emergencies. In addition, they are also entitled to the normal Home Leave Passage Concession in accordance with the orders in force from time to time. The present provisions are considered to be adequate. In the circumstances, and having regard to the substantial additional implications that this would entail, we are unable to accept the suggestion that the number of emergency passages should be increased from two to four.

Isurance coverage

(c) The ceilings on insurance cover for transportation of personal effects by different categories of personnel on their transfer to and from missions abroad have been enhanced by 25 per cent only recently in March 1995. It would, therefore, be premature to consider any further increase at this stage. This may be decided at the appropriate time by the Ministry in consultation, as usual, with the Finance Ministry.

(d) The practice of insuring, at government expense, the residences and personal effects of officers posted abroad when they proceed on Home Leave to India was discontinued after January 1986. We do not find adequate justification for its revival.

Assistance for children's education

(e) The scheme already evolved by the Ministry to provide assistance for education of children of officials posted in missions abroad is adequate and any further liberalisation is not recommended. It would also not be appropriate to insist that certain seats in schools and colleges within the country should be reserved exclusively for their children.

Pool Accommodation at Delhi

(f) There is already an exclusive pool of accommodation at Delhi for officers of the Service. Transfer, as suggested, of this pool accommodation for its administration and management to the Ministry from the Directorate of Estates will necessitate avoidable creation of the necessary infrastructure for the purpose in the Ministry, involving additional financial commitments. We, therefore, recommend that the status quo be maintained.

EMPLOYEES OF DEFUNCT AKBAR HOTEL

65.18 On closure of Akbar Hotel at New Delhi by the India Tourism Development Corporation Limited, the premises were taken over by the Ministry and 137 employees were absorbed in the Ministry against ex-cadre posts in April 1986. This was subject to the condition, among others, that they would be reverted to the Company in the event of the hotel being revived. The employees so absorbed have represented to us that they should be (a) permanently absorbed against regular, mainstream posts in the Ministry without any pre-condition, and

(b) placed in appropriate scales of pay applicable to Central Government employees after taking into account the revised scales of pay which were approved for employees of India Tourism Development Corporation Limited and the fitment benefit that was recommended by the Fourth CPC. They have further urged that the service rendered by them in the India Tourism Development Corporation Limited should be counted for pensionary benefits under the Central Government

65.19 On a detailed examination of the case, we find that, at the relevant time, many of these employees were holding posts specific to a hotel for which there were no corresponding posts in the Ministry. Their induction against regular posts in the Ministry was also not considered feasible because of the related administrative problems and resistance from members of the organised cadres These factors necessitated their adjustment only against ex-cadre posts We understand that the Ministry had specifically informed the concerned employees of the scales of pay in which they would be placed when they applied for alternative employment. These had also been determined by an expert committee, constituted for the purpose pursuant to an order of the Central Administrative Tribunal, which took into account the emoluments drawn by the employees in the hotel at the relevant time. The scales of pay were also accepted by the employees The revision of pay scales of the employees of India Tourism Development Corporation Limited took place only subsequently in October 1986; having ceased to be employees of the Company by then, the surplus employees cannot obviously claim the benefit of this pay revision. Besides, not having been Central Government employees on January 1, 1986 when the Revised Pay Rules, 1986, came into effect, the question of extending to them the fitment benefit recommended by the 4th CPC did not also arise. **In the circumstances, we are not inclined at this distance of time to reopen these issues or recommend any relief. Having, however, due regard to the absence of promotion avenues to the incumbents of the isolated, ex-cadre posts, we recommend that the benefits envisaged under the Assured Career Progression Scheme may be extended to them**

65.20 Although we have separately recommended that employees of public enterprises permanently absorbed in the Central Government may be allowed to count the service rendered by them in the enterprises concerned for pensionary benefits under the Central Government, this dispensation would only apply to future cases. We do not intend reopening of the past cases. Past practice prohibits the counting of such service. **In view of the fact that any special dispensation, in isolation, only in respect of the surplus employees of Akbar Hotel would be discriminatory and bad in law, we recommend that they should be governed only by the existing rules on the subject, and their cases need not be reopend.**

CENTRAL PASSPORT ORGANISATION

Introduction

65.21 With its 23 regional passport offices spread throughout the country, the Central Passport Organisation is charged with the responsibility of issue of new passports, their renewal and other related services. The Organisation has the following sanctioned strength:

GROUP	A	B	C	D	TOTAL
	89	103	1524	183	1899

Vacancies

65.22 Of the 89 Group 'A' posts, 66 are reported to be vacant. Similarly 23 out of 31 posts of stenographer grade III and 296 out of 958 posts of lower division clerk are vacant. The reason behind such a large number of vacancies appears to be that there is no direct recruitment in any grade except that of lower division clerk and stenographer grade III. This situation has an inevitable impact on the functioning of the organisation. The time taken for issue of a new passport or its renewal can be drastically reduced if the vacant posts are filled up in a time-bound manner and by maintaining a close liaison with the police who are reported to be taking too long a time for the submission of their verification reports. The period of validity of passports may be enhanced to 25 years and the work of the organisation totally computerised. Passports should be issued to an applicant with as little fuss as possible and should be denied only on specific grounds to be communicated to the applicant without any delay.

Cadre Restructuring

65.23 Currently, Superintendents who are in the pay scale of Rs.1640-2900 move directly to the post of Public Relations Officer in the pay scale of Rs.2200-4000. Though the Fourth CPC had recommended direct recruitment to this grade to the extent of 50% of the posts, that recommendation is yet to be implemented. Possibly, the lack of adequate promotion opportunities might have acted as a constraint. However, there should be no problem in having direct recruitment at the level of Rs.2000-3500, as in the case of Section Officers in CSS. There are at present 103 posts of Superintendent in the pay scale of Rs.1640-2900. **50 of these posts may be upgraded to the pay scale of Rs.2000-3500, and may be filled 50% by direct recruitment through the Combined Civil Services Examination held by UPSC and 50% by promotion of Superintendents. These posts may be designated as Administrative Officer Grade III and those in the scale of Rs.1640-2900 as Office Superintendent.** There would be 100% promotion from the rank of Administrative officer Grade III to that of Public Relations Officer, as at present.

Assistant Passport Officer

65.24 The posts of Assistant Passport Officer, which are in the next higher pay scale of Rs.3000-4500 are presently being filled by promotion (60%) and deputation (40%). **We recommend that the Recruitment Rules may be modified to provide for 75% of these posts being filled by promotion and the remaining 25% by deputation.**

Transfer on deputation

65.25 We have also observed that despite there being a provision for the **posts of Public Relations Officer, Assistant Passport Officer and Passport Officer** being filled by transfer on deputation, the highest number of vacant posts are in these grades. **These posts may be filled on bilateral deputation and should be th. own open to officers of All India Services, Group 'A' Central Services and Central Secretariat Service by amending the recruitment rules.**

Passport Officer

65.26 It has been urged that the pay scale of the post of Passport Officer may be upgraded from Rs.3000-5000 to Rs.3700-5000 because of close proximity of the scale with that of Assistant Passport Officer (Rs.3000-4500). In view of the distinct and higher responsibilities of the Passport Officers, we are inclined to agree

with the suggestion and **recommend upgradation of the pay scale of Passport Officers to Rs.3700-5000**.

Superintendents and Assistants

65.27 The Department has suggested that the pay scales of Superintendent and Assistant whose duties are comparable to those of Section Officers and Assistants in the Secretariat may be revised from Rs.1640-2900 to 2000-3500 and Rs.1400-2300 to Rs.1640-2900. We find that there is considerable difference in educational qualifications, levels and methods of recruitment as well as duties and responsibilities of the posts in the CPO and the Secretariat. **We are, therefore, not in a position to recommend absolute parity in pay scales between the two organisations. We have recommended the replacement scale of Rs.1600-2660 for Assistants in subordinate offices. This would also apply to Assistants in CPO. Apart from the scale of Rs.2000-3500 recommended for the post of Administrative Officer Grade III, we do not recommend any other change.**

Stenographers

65.28 Stenographers Grade-III in the CPO have urged the provision of promotion avenues on the ground that all the 31 posts are in the pay scale of Rs.1200-2040. We have earlier recommended upgradation of 16 posts of Passport Officer from the pay scale of Rs.3000-5000 to the pay scale of Rs.3700-5000. By virtue of this upgradation, they would become eligible for stenographic assistance at the level of Steno. Grade-II who would be in the pay scale of Rs.1600-2660. **We accordingly recommend upgradation of 16 posts of Stenographer Grade-III to the level of Stenographer Grade-II.** We have also taken note of the fact that they are also considered for promotion to the post of Assistant along with UDCs. Our recommendation would substantially improve the promotion prospects of Stenographers Grade-III in the CPO, not only in their own line but also to the ministerial stream.

Engagement of daily wage staff

65.29 It has been suggested that Passport Officers should be vested with powers to recruit staff on daily wages to meet their requirement. Engagement of staff on daily wages for work of a regular nature is against the pronounced policy of the Government. We have been informed by the official side that the suggestion is not favoured by them as a large number of casual labourers employed by the CPOs are demanding their regularisation. We fully endorse the policy of the Government that recruitment of daily wagers should be made only for work which is of a casual, seasonal or intermittent nature or for work which is not of full time nature, for which regular posts cannot be created. The work relating to issue of new passports or their renewal does not satisfy the policy guidelines issued by the Government for engagement of staff on daily wages. **We, therefore, recommend that the powers vested with the passport offices to engage Group 'D' staff may be withdrawn.** The norms of staff for regular work may be reviewed and revised, if considered necessary.

66

Ministry of Finance

INTRODUCTION

Format of the chapter.

66.1 In this chapter, we shall deal with the issues pertaining to Ministry of Finance which is responsible for the administration of the finances of the Central Government. It is concerned with all economic and financial matters affecting the country as a whole, including mobilisation of resources for development. It regulates the expenditure of the Central Government, including the transfer of resources to States. The Ministry comprises three Departments and various demands relating to these departments and their attached/subordinate offices have been discussed under the following sub-headings:

(a) **Department of Economic Affairs**: Matters pertaining to India Government Mints, Security Paper Mill, Bank Note Press, India Security Press, Currency Note Press, Security Printing Presses, National Savings Organisation, Board for Industrial and Financial Reconstruction, Appellate Authority for Industrial and Financial Reconstruction, Subordinate Indian Economic Service.

(b) **Department of Expenditure**

(c) **Department of Revenue**: Matters pertaining to Central Board of Direct Taxes (CBDT), Central Board of Excise & Customs (CBEC), Enforcement Directorate, Narcotics Control Bureau, Chief Controller of Factories, Central Bureau of Narcotics, Income Tax Settlement Commission, Customs, Excise and Gold (Control) Appellate Tribunal.

Department of Economic Affairs

Functions

66.2 The Department of Economic Affairs (DEA) is primarily concerned with the monitoring of current economic trends and advising Government on all matters having a bearing on internal and external economic management, including the working of the commercial banks, term-lending institutions, currency and coinage, National Savings Organisation, external assistance, etc. The DEA is also entrusted with the responsibility of preparation of, submission to and getting sanction of Parliament for the Annual Budget and Supplementary and Excess Demands for Grants of the Central Government (other than Railways). It is also the cadre controlling authority for the Indian Economic Service.

Organisation

66.3 The Department is organised in eight divisions i.e. Economic Division, Banking Division, Insurance Division, Budget Division, Investment Division, External Finance Division, Currency and Coinage Division and Administration Division The cadre strength of DEA at its headquarters and field offices is as follows :-

	Gp. A	Gp. B	Gp. C	Gp. D	Unclass-ified	Total
Department of Economic Affairs (Secretariat)	139	421	429	279		1,268
Appellate Authority for Industrial & Financial Reconstruction	7	2	18	12	-	39
Board for Industrial & Financial Reconstruction	30	38	47	37	-	152
National Savings Organisation	43	179	1,160	342		1,724
Government Printing Presses	240	186	2,186	721	14,826	18,159
India Government Mints	75	112	1,037	201	7,185	8,610
Total	**534**	**938**	**4,877**	**1,592**	**22,011**	**29,952**

INDIA GOVERNMENT MINTS

Organisation and functions

66.4 There are four Government Mints at Calcutta, Hyderabad, Mumbai and NOIDA. The Mint at NOIDA, which started functioning from July 1988, is fully modernised with automatic machines, and is involved only in

stamping of coins on blanks which are either manufactured in any one of the other three Mints or imported. The three other Mints are very old and are being progressively modernised. Apart from the manufacture of coins, the Mint at Mumbai also refines gold received from licensed dealers, gold mines and the Reserve Bank of India. This Mint, as well as the one at Calcutta, are also engaged in production of medals, weights and measures.

Sanctioned strength

66.5 Details of the group-wise distribution of the sanctioned posts in different categories are depicted in the table below:

Location	Group 'A'	Group 'B'	Group 'C'	Group 'D'	Unclassified	Total
Calcutta	20	18	413	70	2,586	3,107
Mumbai	18	16	393	50	2,275	2,752
Hyderabad	14	11	141	46	940	1,152
NOIDA	23	67	90	35	384	599
Total	**75**	**112**	**1,037**	**201**	**6,185**	**7,610**

Group 'A' Managerial Posts

66.6 Each of the four Mints is headed by a General Manager in the scale of pay of Rs.5900-6700. In addition, there are Group 'A' managerial posts of Deputy General Manager, Senior Works Manager, Works Manager and Assistant Works Manager in the scales of pay of Rs.4100-5300, Rs.3700-5000, Rs.3000-4500 and Rs.2200-4000 respectively. It has been urged that scales of pay of the posts of General Manager and Deputy General Manager should be rationalised on the ground that there is presently a wide gap between them. As a general dispensation aimed at rationalisation of scales of pay, we have decided to abolish the scale of pay of Rs.4100-5300 presently applicable to the post of Deputy General Managers. **Consequently, the posts of Deputy General Manager in the Mints may be placed in the replacement scale of pay corresponding to Rs.4500-5700. The other managerial posts shall be placed only in the replacement scales of pay corresponding to their present pay scales.**

Establishment of Management Board

66.7 We are of the considered view that the present arrangement in terms of which the administration of the Mints as well as the Security Presses has been centralised in the Department of Economic Affairs is not conducive to efficiency and proper management of the manpower resources. **We would, therefore, suggest that the executive and administrative responsibilities be entrusted instead to a separate Mints and Security Presses Management Board to be established for the purpose with the status of an attached office of the Department. The Board could be headed by an officer in the scale of pay corresponding to Rs.7300-7600, the post being filled by promotion of the General Managers of the Mints and Security Presses,** who would be more conversant with the functioning and problems of these establishments. **The Department of Economic Affairs should confine itself only to policy initiatives relating to the Mints and Security Presses.**

Assistant Works Manager

66.8 The recruitment rules provide for 50 per cent of the posts of Assistant Works Manager being filled by direct recruitment and the remaining 50 per cent by promotion or transfer on deputation of departmental candidates. The prescribed experience requirement for those directly recruited is only two years,

whereas departmental candidates are required to possess technical experience of eight years so as to be eligible to be considered for promotion. It has been represented that these provisions are discriminatory and should be uniform Though the Department has informed us that it has no objection to prescribing identical requirements for the direct recruits and departmental candidates, we, however, find that whereas engineering graduates with three years' experience (not two years as stated) are directly recruited to the post, only a lower qualification of a diploma is insisted upon in respect of departmental candidates. **There is, therefore, no discrimination or anomaly and we do not suggest any amendment of the recruitment rules.**

Parity in pay scales with Reserve Bank

66.9 Employees of the Mints have represented that though they are involved in the actual manufacture of coins and the Reserve Bank of India is responsible only for their distribution, and the Mints have also been declared as commercial units and are comparable to public sector undertakings, employees in the Bank are entitled to substantially higher salaries. It has, therefore, been urged that scales of pay in the Mints should be at par with those applicable to the employees of the Reserve Bank of India and that a separate wage review body should be constituted for the Mint employees. Employees of the Mint at NOIDA have also separately represented that their scales of pay should be higher than those in other Mints because they work on modern, sophisticated machines and the labour cost in the Mint is also the lowest among all the Mints.

Our recommendations

66.10 Mints and Security Presses have a monopoly over the manufacture of coins and printing of currency notes and their activities are geared only towards meeting the coin and currency requirements of the country. They cannot, therefore, be strictly regarded as commercial establishments functioning in a competitive environment, though they have been declared as such for accounting purposes. **They should be equated only with employees of other industrial establishments governed by the Factories Act and other Central labour laws. The question of constituting a separate wage body for the Mint employees does not also, therefore, arise.** Further, the mere fact that the equipment in the Mint at NOIDA is more advanced and sophisticated would not by itself justify the existing parities in the scales of pay in the Mints being disturbed. The other Mints are also in the process of being progressively modernised. **We do not, therefore, favour any special dispensation only in respect of the employees of the Mint at NOIDA to the exclusion of the employees of the other three Mints.**

Technical staff: Scales of Pay

66.11 Details of posts in the technical and engineering streams in the Mints are presented in the following table:

Designation	Scale of Pay Rs	Sanctioned Strength
Engineer/Melter (Selection Grade)	2375-3500	13
Engineer(Ordinary Grade)	1640-2900	17
Melter (Ordinary Grade)	1640-2900	06

Assistant Engineer	1400-2300	05
Assistant Melter	1400-2300	04
Chargeman	1400-2300	27

Employees have demanded a general upgradation of the scales of pay of all the posts by one level. This has been sought to be justified on the ground that the scales of pay of technical staff in the Mints are not at par with those prevailing in other government organisations. We have examined this in detail. While we are not convinced of the justification for the proposed upgradation of the posts of Engineer and Melter in the scale of pay of Rs.1640-2900 and **recommend that these may be placed only in the corresponding replacement scale of pay, based, however, on our general recommendations on rationalisation of scales of pay with reference to the prescribed qualifications and after taking into account the necessity to maintain existing relativities, the other posts may be placed in the replacement scales of pay corresponding to the pay scales indicated below:**

Designation	**Scale of Pay Rs**
Engineer/Melter (Selection Grade)	2375-3750
Assistant Engineer] Assistant Melter] Chargeman]	1640-2900

Simultaneously, the Ministry may examine the feasibility of reducing the qualification for direct recruitment to the post of Assistant Engineer to a diploma in metallurgical engineering and including the post of Chargeman in the feeder grade for promotion to the post of Engineer.

Draughtsmen

66.12 There are, in addition, posts of Junior Draughtsman and Senior Draughtsman in the scales of pay of Rs.975-1540 and Rs.1200-2040 respectively. It has been represented that the scales of pay should be revised upwards so as to correspond to the scales of pay of Rs.1400-2300 and Rs.1660-2600 respectively. Based on our general recommendations on the scales of pay of the common category of Draughtsmen, **we recommend that the cadre in the Mints may be restructured into three grades and be placed in the corresponding replacement scales of pay as indicated below:**

Designation	**Scale of Pay Rs**
Draughtsman, Grade II	1320-2040
Draughtsman, Grade I	1400-2300
Chief Draughtsman	1600-2660

The posts of Draughtsman presently in two grades may be distributed in the three grades now recommended in the ratio of 3:2:1, and initial appointments made in the scale of pay corresponding to Rs.1320-2040 by direct recruitment of candidates possessing a diploma in draughtsmanship.

Sub-Station Operators

66.13 The technical posts also include those of Junior Sub-Station Operator and Senior Sub-Station Operator in the scales of pay of Rs.950-1500 and Rs 1200-1800 respectively. It has been represented that posts in the two scales of pay should be merged in a single scale of pay corresponding to Rs.1400-2300. In the absence of any justification for the proposed merger, and considering the fact that this would affect adversely prospects of advancement, we are not in favour of the merger. In order to facilitate the introduction of the Assured Career Progression Scheme for this isolated category, **we recommend that the existing posts may instead be redistributed in three grades (III, II and I) in the ratio of 3:3:1 and placed in the replacement scales of pay corresponding to Rs.950-1500, Rs.1320-2040 and Rs.1600-2660 respectively. Direct recruitment may also be confined only to the posts of Sub-Station Operator Grade III, in the replacement scale of pay corresponding to Rs.950-1500,** posts in the other two grades being filled only by promotion of those in the initial entry grade.

Tradesmen

66.14 Tradesmen in the Calcutta Mint have pointed out that, on recruitment to the post, they are initially placed on probation for a period of one year in the scale of pay of Rs.800-1150, on successful completion of which they are entitled to the scale of pay of Rs.950-1500. According to them, this is at variance from the position prevailing in other departments where appointments are made directly in the scale of pay of Rs.950-1500. We, however, observe that candidates are initially selected only as Apprentice Tradesmen and that successful completion of the apprenticeship is a pre-requisite for regular appointment. If such pre-induction apprenticeship or training is essential for performance of the specialised duties in the Mints, there is prima facie nothing wrong in placing the selected candidates initially only in a lower scale of pay. This is also specifically provided in the recruitment rules and **no change in the present practice is considered necessary.**

Posts in Bullion Department

66.15 Posts, variously designated as Bullion Registrar, Bullion Officer, Bullion Keeper, Deputy Bullion Registrar, Deputy Bullion Keeper, Upper Division Assistant Bullion Keeper, Lower Division Assistant Bullion Keeper, Bullion Accountant, Assistant Bullion Accountant, etc., are in the Bullion Department of the Mints in scales of pay ranging from Rs.950-1500 to Rs.2375-3500. Details of these posts are presented in the following table:

Designation	Scale of Pay	Number of Posts			
	Rs	Calcutta	Hyderabad	Mumbai	NOIDA
Bullion Officer	2375-3500	01	01	Nil	01
Bullion Registrar	2375-3500	01 @	Nil	01	Nil
Bullion Keeper	2000-3200	Nil	Nil	01	Nil
Deputy Bullion Officer	1600-2660	13 *	03	Nil	01
Deputy Bullion Registrar	1600-2660	15 @	Nil	13	Nil
Deputy Bullion Keeper	1400-2300	Nil **	Nil	04	Nil
Assistant Bullion Registrar	1350-2200	20 @	Nil	Nil	Nil
Bullion Accountant	1350-2200	05	05	Nil	04
Assistant Bullion	1200-2040	27 *@	16	Nil	03

Designation	Scale of Pay Rs	Number of Posts Calcutta	Hyderabad	Mumbai	NOIDA
Accountant Upper Division	1200-2040	Nil $	Nil	25	Nil
Assistant Bullion Keeper Lower Division	950-1500	18 #	01	24	Nil
Assistant Bullion Keeper					

(i) • Posts in Calcutta Mint redesignated as Internal Security Officer, Internal Security Inspector and Deputy Internal Security Inspector respectively.

• Earlier designated as Deputy Bullion Keeper in the scale of pay of Rs.1600-2660.

** Initially, there were 13 posts with this designation, but in the scale of pay of Rs.1600- 2660. These have now been redesignated as Deputy Bullion Officer.

% Earlier designated in the Mint as Upper Division Assistant Bullion Keeper.

$ 27 posts bearing this designation earlier have been redesignated as Assistant Bullion Accountant.

Redesignated by the Mint as Lower Division Assistant Bullion Accountant.

The duties of these posts are stated to include the accounting and safe custody of bullion. Apart from these posts, there are also posts of Recorder Class III, Recorder Class I, Recorder and Recorder Mistry in the scales of pay of Rs.950-1500, Rs.1150-2040,Rs.1320-2040 and Rs.1350-2200 respectively. They are said to perform basically clerical and accounting duties on the shop floor.

Gist of demands

66.16 Employees of the Bullion Department have demanded (a) upward revision of the scale of pay of Lower Division Assistant Bullion Keepers from Rs.950-1500 so as to be at par with the scale of pay (Rs.1400-2300) of Inspectors and Assistant Inspectors in the Security Press at Nasik, who also perform similar duties; (b) creation of posts of Deputy Bullion Keeper in all departments of the Mints to provide promotion avenues; (c) placement of Recorders in the operative cadre and their redesignation as Cost Assistants; and (d) payment of an allowance of Rs.30 per diem to the Bullion Staff deployed on additional jobs relating to the import of blanks and coins.

Our recommendations

66.17 We have been informed by the Department of Economic Affairs that the Bullion Officers and Staff merely guard the bullion and that their duties and responsibilities are not comparable to those of Inspectors and Assistant Inspectors in the India Security Press. **In the circumstances, parity between these posts and those of Lower Division Assistant Bullion Keeper is obviously not justified.** Our examination also reveals that adequate promotion prospects are already available for the staff in the Bullion Department and the introduction of the Assured Career Progression Scheme will also provide additional financial benefits hitherto not available. In any event, **creation of additional posts will necessarily**

have to be justified on functional considerations and cannot be agreed to merely in order to improve career prospects. If, as stated, Recorders basically perform only clerical and accounting functions, it would not be appropriate to treat them as operational staff. Additional compensation is also not justified for handling imports of blanks and coins, which constitutes only a normal designated function of the bullion staff.

Need for reorganisation of posts

66.18 The rationale for varied designations and scales of pay and for the lack of uniformity among different mints in this regard are not very clear. This gives rise to avoidable confusion. It would be desirable, in our opinion, to reorganise the posts in the Bullion Department in two distinct occupational groups, one relating to the security of the bullion and the other to its accounting and custody, the posts in each of the groups being redesignated appropriately so as to be clearly indicative of their functions. They should also be distributed in the five standard replacement scales of pay recommended by us corresponding to Rs.950-1500, 1320-2040, Rs.1400-2300, Rs.1600-2660 and Rs.2375-3750, the number of scales in each group being determined on functional considerations. **We recommend accordingly.**

Engravers

66.19 The cadre of Engravers in the Mints at Calcutta and Mumbai comprises posts of Engraver Grade III, Engraver Grade II, Engraver Grade I, Assistant Artist Engraver, and Artist Engraver respectively in the scales of pay of Rs.950-1400, Rs.1150-1500, Rs.1320-2040, Rs.1400-2600 and Rs.2200-4000. In the Mint at Hyderabad, however, apart from the three grades of Engraver, there is a post of Chargeman (Engravery) in the scale of pay of Rs.1400-2300. On the other hand, there is only a single post of Junior Artist Engraver in the Mint at NOIDA. In their official memorandum, the Mint authorities at Hyderabad have suggested the merger of the posts of the lowest two grades of Engraver in a single grade corresponding to Rs.1200-2040, and placement of the post of Engraver Grade I, in the scale of pay corresponding to Rs.1400-2300 so as to overcome difficulties experienced by them in filling the posts of Engravers attributable to the inability of the Employment Exchange to sponsor candidates. The authorities of the Calcutta Mint have suggested the creation of an intermediate feeder post between the posts of Assistant Artist Engraver and those of Artist Engraver to ensure availability of experienced personnel. Employees of the Mint have, on the other hand, urged that the Engravers should be placed in a higher scale of pay corresponding to Rs.1350-2200 so as to be at par with their counterparts in the Bank Note Press at Dewas.

66.20 **Based on our general recommendations on rationalisation of scales of pay, and after taking into account the suggestions of the Mints, we recommend that posts in the cadre of Engravers may be placed in the corresponding replacement scales of pay as indicated below:**

Designation	Scale of Pay Rs
Engraver, Grade III	1320-2040
Engraver, Grade II	1400-2300
Engraver Grade I/ Chargeman (Engravery)	1600-2660
Assistant Artist Engraver	1640-2900
Artist Engraver	2200-4000

Simultaneously, the recruitment rules should be amended to provide for (a) only the posts in Grade III being filled by direct recruitment, and (b) a minimum service of eight years in each grade as essential for promotion from Grade III to Grade II and thereafter to Grade I. It is also not our intention that posts in all the scales of pay should be created in all the Mints and the necessity therefor and the number of posts at different levels should be determined strictly on functional considerations.

Assay Department

66.21 The Assay Department in the Mints has posts of Assistant Assay Superintendent and Assay Superintendent in the scales of pay of Rs.1640-2900 and Rs.2375-3500 respectively. In addition, there are posts of Assistant Grade I, Assistant Grade II, Assistant Grade III and Assistant Grade IV, in the Mumbai Mint in the scales of pay of Rs.1200-1800, Rs.1150-1500, Rs.950-1400 and Rs.800-1150 respectively. These posts in identical scales of pay in the Calcutta Mint are designated as those of Laboratory Assistants in four grades. The demands of the employees mainly relate to (a) upward revision of the scales of the posts of Assistant Assay Superintendent and Laboratory Assistant Grade III, to Rs.2375-3500 and Rs.1200-2040 respectively; (b) provision of higher scales of pay for Laboratory Assistants in relation to their counterparts in ministries, hospitals, etc. (c) grouping of these posts only in three categories to correspond to the semi-skilled, skilled and highly skilled categories; (d) reduction in the number of their grades to only one in the scale of pay of Rs.1200-2040; and (e) reservation of 50 per cent of the posts of Assistant Assay Superintendent and Assay Superintendent for being filled by promotion of Laboratory Assistants on seniority-cum-fitness basis.

66.22 Considering the essential requirement of a postgraduate degree for appointment as Assistant Assay Superintendent, a higher scale of pay for the post would be justified. **Based on our general recommendations on rationalisation of scales of pay, the cadre of Assay Superintendents may be restructured in three grades and placed in the replacement scales of pay corresponding to those indicated below:**

Designation	**Scale of Pay Rs**
Assistant Assay Superintendent	2000-3500
Assay Superintendent	2375-3750
Senior Assay Superintendent	2500-4000

Merger, as suggested, of all posts of Laboratory Assistants only in a single scale of pay may not be desirable because this would affect adversely the prospects of further advancement. **Posts of Laboratory Assistant (Assistants in the Mint at Mumbai) presently Grades II and I may, however, be merged in a single scale of pay to provide a three-tier structure and the posts in the three grades placed in the replacement scales of pay corresponding to Rs.800-1150, Rs.950-1500 and Rs.1320-2040 respectively. The corresponding posts of Assistants in the Mint at Mumbai should also be redesignated as Laboratory Assistant so as to distinguish these from ministerial posts.** Considering the wide differences in the qualifications prescribed for the posts of Laboratory Assistant and Assistant Assay Superintendent, we are of the view that it will not be

desirable to provide an avenue of promotion for incumbents of the former to the latter posts.

Head Laboratory Man

66.23 There is an isolated post of Head Laboratory Man in the Mint at Mumbai in the scale of pay of Rs.1200-1800, which has no promotion avenues. It has been urged that the scale of pay of the post should be suitably revised so as to be higher than that of Mistries, who work under the incumbent of this post but are presently in a higher pay scale. The Department has informed us that recruitment rules for appointment to the post are being amended to enable the post being filled by Assistant Grade I, failing which by direct recruitment. We are however, of the view that the post being essentially related to the laboratory, it **should be correctly merged in the cadre of Laboratory Assistants along with posts in Grade I and placed in the replacement scale of pay corresponding to Rs.1320-2040. We recommend accordingly.**

Compounders

66.24 Compounders in the Calcutta Mint in the scale of pay of Rs.1200-1800 have urged that they should be placed in the scale of pay applicable to Pharmacists after enhancing their recruitment qualifications. Duties and responsibilities of Compounders are entirely different from those of Pharmacists. If posts of Pharmacists are considered necessary on functional grounds, they should be created independently. **We are, therefore, unable to accept this demand.**

Other isolated posts

66.25 It has been represented that (a) the isolated post of Canteen Manager in the scale of pay of Rs.1200-1800 has no promotion avenues, and (b) the scales of pay of the posts of Accountant (Rs.1600-2660) and Head Clerk (Rs.1350-2200) are lower than those in other organisations. **The incumbent of the post of Canteen Manager would be entitled to the benefits of the Assured Career Progression Scheme and would be covered by our general recommendations on the common category of Canteen Staff. The scale of pay of the post of Accountant is appropriate. As regards the post of Head Clerk, our recommendations on ministerial posts in the non-secretariat organisations will apply.**

Security Guards

66.26 Demands of the Security Guards that they should be paid (a) a Search Allowance of Rs.25 per diem as compensation for having to search every employee leaving the Mint premises apart from their normal function of protecting government property, and (b) a Haircut Allowance of Rs.25 per month on the analogy of personnel of the Armed Forces and Central Police Organisations are **not justified. Considering the fact that the Mints are industrial units, we are of the view that it would be more appropriate to entrust their security to the Central Industrial Security Force, the existing personnel being absorbed in the Force at appropriate levels. Those who are not so absorbed should be gainfully redeployed.**

Working hours in Mints

66.27 The working hours to be observed by the Mints has been a subject of dispute for nearly a decade now. Dealing with the question of hours of work, the Fourth CPC had observed that these differed considerably in the administrative offices, government industrial establishments, etc. Emphasising the need for increased productivity at all levels of government functioning, but recognising at the same time that a total removal of disparities in the working hours in different establishments may not be possible, they had suggested that the working hours of office staff, which were then 37-1/2 hours per week, may be reviewed by

government and increased suitably keeping in view the need to maintain and improve the level of productivity. This, the Fourth CPC felt, would reduce the disparities in working hours among different categories of government employees to some extent.

Present position in Security Presses

66.28 On acceptance of these recommendations by Government, orders were issued by the Department in October 1987 increasing the working hours to 44 hours per week in respect of such of those workmen and employees in the Mints, Security and Currency Note Presses at Dewas, Hyderabad and Nasik, and the Security Paper Mill at Hoshangabad who were hitherto working for a lesser number of hours so as to bring about uniformity. Aggrieved by this decision, workmen of the Bank Note Press at Dewas, Security Printing Press at Hyderabad, and the India Security Press and Currency Note Press at Nasik had filed various applications in the Jabalpur and Hyderabad Benches of the Central Administrative Tribunals and the Central Government Industrial Tribunal at Mumbai between 1988 and 1993. The cases filed in the two Benches of the Central Administrative Tribunal were decided in government's favour. The industrial Tribunal had, however, held in October 1995 that the decision of the Government was not justified in respect of the employees of the India Security Press and Currency Note Press at Nasik in view of an agreement entered into in May 1988 between the two managements and the workmen and directed that overtime allowance may be paid for work done beyond 37-1/2 hours. This has, however, been challenged by the Government. The present position, therefore, is that all the Security Presses involved in the printing of currency notes, judicial and non-judicial stamps, cheques, bonds, postal stationery, passports, etc. as well as the Security Paper Mill work for 44 hours a week.

Present Position in Mints

66.29 However, in so far as the Mints are concerned, a writ petition filed by the Calcutta Mint employees against this decision was initially dismissed by the High Court of Calcutta in January 1991 as non-maintainable in view of the availability of an equally efficacious alternative remedy in the form of the Central Administrative Tribunal. The employees are understood to have filed an appeal against this judgement, which is pending. In the meantime, implementation of the orders relating to increase in the working hours has also been stayed by the High Court. The employees of the Hyderabad Mint had also challenged the decision in the Hyderabad Bench of the Central Administrative Tribunal, which, however, upheld the government decision. Reconciliation proceedings in respect of the Mumbai Mint having failed, the employees have approached the Central Government Industrial Tribunal and the matter is pending. The Department has informed us that the revised working hours would be introduced in all the three Mints simultaneously after all the pending cases are decided and that efforts are being made to get the stay order of the Calcutta High Court vacated and to expedite the disposal of the appeal. Consequently, these three Mints continue to work only for 37-1/2 hours per week and the workers are compensated by the payment of overtime allowance for working beyond 37-1/2 hours. The Mint at NOIDA, on the other hand, works for 44 hours per week.

Views of employees

66.30 While the Department is not in favour of any disparity in working hours between the Mints and Security Presses, employees of the three Mints have, however, represented against any increase in the working hours. According to them, these have been working only for 37-1/2 hours per week ever since their inception and that the Fourth CPC had erred in mentioning, in its report, that they

worked for 44 hours per week and the increase proposed by the Department of Economic Affairs was also based on an erroneous interpretation of the observations of the Fourth CPC which related to the normal working hours It has been argued in this context that the increase in working hours was proposed without any specific monetary compensation and no additional benefit was extended to the Mint employees. Our attention has further been drawn to an August 1952 judgement of the 'Authority' under the Payment of Wages Act in West Bengal which nullified certain deductions made by the Mint management at Calcutta when its orders increasing the working hours were not complied with by the employees.' Apart from pointing out certain procedural deficiencies, the judgement is stated to have noted the fact that the employees had been required to work only for 37-1/2 hours for over a century, which was part of their terms and conditions of service, and that they were not bound to put in any additional hours of work without payment of extra wages. The employees have also stated that enforcement of the increase in working hours would result in a reduction in their total emoluments to the extent of 17 per cent.

Results of our examination

66.31 We are of the view that the mere fact that the Mints have been observing a 37-1/2 hours week for over a century is not reason enough to insist that the status quo should continue to be maintained regardless of the changes in the working environment and conditions. A lesser number of working hour might conceivably have been justified in the earlier years when the coin manufacturing processes were not refined enough and involved working in arduous and intemperate conditions. The progressive modernisation and automation of the Mints would, however, have resulted in a reduction in the fatigue factor and this is an aspect that will necessarily have to be kept in view. Besides, though the employees in the three Mints are presently required to work only for 37-1/2 hours in a week, it is, however, understood that they are invariably deployed for longer periods, which often extend to 56 to 66 hours per week. This only serves to reinforce our view that the 44 hour week prescribed by Government is, by no means, excessive.

66.32 Though the Fourth CPC may not have explicitly said so, the duration of the working hours is nevertheless one of the factors, among others such as the job content, working conditions, etc., that is invariably and implicitly taken into account in determining the compensation payable to employees. Even if the Commission had erred, as claimed, in assuming that the Mints worked for 44 hours in a week and had instead determined the remuneration based on a 37-1/2 hour week, this would obviously have been lower than what was recommended. It is also not correct to contend that no additional benefits were extended to the Mint employees by the Fourth CPC. In fact, the total package of benefits recommended by them for the Central Government employees as a whole represented a significant improvement over the compensation package earlier available to them. Along with the revision of the scales of pay as recommended by the Fourth CPC, working hours in most of the Central Government establishments were also enhanced as part of a package deal. Quite obviously, a certain section of employees cannot accept only part of the package which is of advantage to them and reject the other part considered to be onerous by them.

66.33 Further, in terms of Section 51 of the Factories Act, normal weekly working hours in establishments to which the Act applies can statutorily extend up to 48 hours There is, therefore, no violation of the statute in prescribing

44 hours of work per week. In dismissing the petition filed by some of the employees of the Security Printing Press at Hyderabad, the Central Administrative Tribunal had also relied on the judgement of the Supreme Court in 1973 Labour Industrial Cases 233, wherein it had held that the employer has full power and discretion in fixing the working hours of the employees within the limits fixed by a statute. The Hyderabad Bench of the Tribunal had also held that by increasing the working hours to rationalise the system, there was no infringement of any statutory provisions or rules. The fact that the petitions filed by the employees of the Bank Note Press at Dewas and the Security Paper Mill at Hoshangabad were dismissed by the Jabalpur Bench of the Tribunal and that all the Security Presses, the Security Paper Mill and the Mint at NOIDA are already observing a 44 hour week would also be of relevance in this context.

Our recommendations

66.34 In the light of the foregoing detailed discussion, we do not find any preponderant reasons for maintaining the status quo in regard to working hours only in the three Mints at Calcutta, Hyderabad and Mumbai. This would also be discriminatory and contrary to the basic principle of 'equal pay for equal work'. **It is our considered view that the 44-hour week should be strictly enforced in these three Mints. The substantial improvements in the scales of pay and other benefits that we have recommended would be applicable in the case of the Mint employees only if the working hours are increased to 44 hours per week.**

Incentive Scheme

66.35 Based on their monthly productions, industrial workers in three of the Mints other than the one at NOIDA are entitled to earn up to a maximum of 24.5 per cent of their wages as incentive. Personnel working on the shop floor are entitled to 50 per cent of the incentive admissible to a direct worker. Other staff drawing emoluments of up to Rs.2,500 per month, on the other hand, are paid 25 per cent of the incentive earned by a direct worker, subject to a maximum of Rs.1,600 per month. Besides, in pursuance of the recommendations of the Fourth CPC, gazetted officers working on the shop floor are entitled to a fixed amount of Rs.300 per month as incentive, which is reduced to Rs.200 per month in respect of other gazetted officers.

66.36 It has been represented by the Federation of Officers' Associations that the introduction of the incentive scheme has resulted in a peculiar situation in the Mints in as much as the total emoluments of the workers far exceed those of the gazetted officers. According to the Federation, whereas the take home pay of an unskilled worker and a Grade I skilled worker aggregated to Rs.5,549 and Rs.12,551 respectively in the month of August 1995, this was only Rs.6,270 in the case of a gazetted officer. It has, therefore, been urged that the incentive admissible to the officers should be enhanced. The employees of the NOIDA Mint, on the other hand, have strongly advocated the introduction of an incentive scheme for them.

Our recommendations

66.37 No doubt, a fixed amount in lieu of incentive is presently being paid to the gazetted officers in pursuance of the recommendations of the Fourth CPC On a review of this question, we are, however, of the view that officers should not require additional inducements of this nature. Payments under the incentive scheme even to personnel not actually involved in production would not also appear to be justified. **We, therefore, recommend that the payments under the scheme to the gazetted officers should be discontinued and also confined**

in future only to those workmen directly involved in the production process.

Need for periodical review of norms

66.38 The high incidence of incentive payments to the workers would appear to indicate that the production norms forming the basis of the scheme have not been evolved realistically. The entire scheme should, therefore, be reviewed comprehensively and revised after taking into account the increased working hours recommended by us, the impact of modernisation on the production process and other relevant factors and the revised scheme implemented in all the Mints, including the one at NOIDA. The Department should also devise an in-built mechanism for a periodical review of the scheme in the context of the changes and developments that may have taken place during the interim period.

66.39 The shift system has been introduced only in the Security Paper Mill at Hoshangabad, whereas the four Security Presses and the Mints observe extended working hours. As mentioned earlier, such extended working often extends to 56 to 66 hours per week. This results in payment of substantial sums as overtime allowance to the employees. In terms of the Government orders, employees in receipt of pay upto Rs.2200 per month alone are eligible to overtime allowance. Besides, payment of overtime allowance in industrial establishments is regulated in terms of the provisions of the Factories Act and the Rules framed thereunder by the State Governments. In pursuance, however, of judgements of the Central Government Industrial Tribunal and the Mumbai Bench of the Central Administrative Tribunal, the employees of the Security Paper Mill at Hoshangabad as well as employees of the India Security Press and Currency Note Press at Nashik who had filed petitions in the Central Administrative Tribunal are paid overtime allowance without observing the prescribed ceiling. Further, because of differences in the rules framed by the State Governments under the Factories Act, employees of the Presses located in Madhya Pradesh are not paid overtime allowance at twice the normal rates for working beyond 48 hours in a week as admissible to those of Presses and Mints located in other States.

66.40 Non-gazetted supervisory staff in the Presses and Mints in receipt of pay exceeding Rs.2,200 per month are paid a fixed special allowance of Rs.600, Rs.1,000 and Rs.1,400 per month respectively for working for 9, 10 or 11 hours daily. The special allowance has also been extended to the gazetted officers, the corresponding rates being Rs.300, Rs.400 and Rs.500 per month in respect of those working on the shop floor and Rs.200, Rs.300 and Rs.400 per month for others.

66.41 In the context of the significant difference in the take home pay of the workers and officers, the Federation of Officers' Associations has represented that the rates of special allowance should be substantially raised and that its quantum should also be linked to the cost of living index. The workmen and supervisory staff, on the other hand, have urged the removal of the present embargo on payment of overtime allowance to those in receipt of pay exceeding Rs.2,200 per month on the ground that this operates harshly against the workers who are compelled to observe extended working hours in public interest.

Our recommendations

66.42 That workers and officers in the Mints and Security Presses should be required to regularly observe long, extended working hours is not conducive to efficiency and a healthy management practice. This is also likely to affect adversely the physical and mental health of the workers. **The Department**

should, therefore, consider the introduction of the shift system in all the Mints and Security Presses by appropriately augmenting the manpower resources after examining the economics thereof in relation to the present arrangements, which, in our view, would not appear to be satisfactory. A uniform policy on payment of overtime allowance in all the establishments should also be evolved to eliminate such disparities as exist at present. In any event, the payment of the special allowance to the gazetted officers should be discontinued and the allowance in respect of the ministerial staff should be regulated strictly in terms of the general orders of the Finance Ministry.

Other Allowances

66.43 Industrial workers and non-gazetted supervisory staff in the Mints and Security Presses, who are in receipt of pay not exceeding Rs.2,200 per month, are entitled to Night Shift Allowance. Besides, workmen and supervisors in the Gold Refinery Section of the Mints are entitled to a Gold Allowance of Rs.3 per diem and Rs.6 per diem respectively, whereas those in the Bullion Department are paid the allowance at the rate of Rs.1.60 per diem and Rs.4 per diem respectively. We have received various demands urging payment of (a) Night Shift Allowance also to the gazetted officers; (b) Gold Allowance at a uniform rate of Rs.30 per diem instead of at varying rates; and (c) a Risk Allowance equal to 15 per cent of the basic pay to compensate the employees for the ill effects suffered by them due to prolonged exposure to carcinogenic nickel, chlorine gas, sulphuric acid, oil fumes, etc. Employees of the NOIDA Mint have also demanded (a) extension of Night Duty Allowance and Shift Allowance and (b) payment of a Mint Allowance equal to 20 per cent of the gross salary on the analogy of the Gold Allowance admissible in other Mints.

Our recommendations

66.44 **The Night Duty Allowance and Risk Allowance should be regulated strictly in accordance with the Government orders on the subject and our general recommendations thereon and there is no justification whatsoever for extending the Night Duty Allowance to the gazetted officers. If at all they are invariably required to be associated with the production effort at night on a regular basis, as has been contended, the correct course of action would be to create separate gazetted supervisory posts for the purpose.**

66.45 **The present distinction in the rates of Gold Allowance applicable in the Gold Refinery Section and the Bullion Department and to the workmen and supervisors should be maintained. The rates may, however, be enhanced to Rs.5 and Rs.10 per diem for the workmen and supervisors respectively in the Gold Refinery Section and to Rs.2.50 and Rs.5 respectively in the Bullion Department.** Considering the fact that precious metals are neither refined nor handled in the Mint at NOIDA, **there is no justification for any additional benefit in the form of a Mint Allowance.**

Licence Fee for residential accommodation

66.46 It has been brought to our notice that though residential accommodation for the Mint employees is constructed based on the norms prescribed by the Bureau of Public Enterprise, licence fee therefor is, however, recovered in terms of the Central Government rules. **The demand of the employees in this context that the licence fee should also be based only on the norms of the Bureau of Public Enterprises is not justified in view of the fact that the Mints are not public enterprises.**

Maintenance of protective clothing

66.47 It has been represented that, while such of those staff in the Mints as are required to wear uniforms are paid a washing allowance of Rs. 15 per month, no arrangements are, however, available for the washing of the protective clothing made available to certain categories of workmen. **We recommend that the Mints should make in-house arrangements for the washing of protective clothing.**

SECURITY PRINTING PRESSES

Organisation and functions

66.48 Five Printing Presses are working under the control of Currency and Coinage Division of the Department of Economic Affairs. These are: India Security Press, Nasik Road, Currency Note Press, Nasik Road, Bank Note Press, Dewas, Security Paper Mill, Hoshangabad and Security Printing Press, Hyderabad. There is a definite division of work between these organisations which cater to the requirements of Government for Postal Stationary, Postal and Non-Postal Stamps, Judicial and Non-Judicial stamps, RBI/SBI Cheques, Bonds, National Savings Certificates, Indira Vikas Patras, Kisan Vikas Patras, Postal Orders, Passports, Promisory Notes, Currency Notes of different denominations and manufacture of security inks. Security Paper Mill manufactures bank note paper. The detailed cadre strength of these Presses is as follows:-

Name of the Organisation	Gp.A	Gp.B	Gp.C	Gp.D	Unclass-ified	Total
Security Paper Mill	55	31	316	159	1,703	2,264
Bank Note Press	65	13	298	173	2,236	2,785
India Security Press	50	58	775	269	5,366	6,518
Currency Note Press	54	67	685	59	4,691	5,556
Security Printing Press	16	17	112	61	830	1,036
Total	**240**	**186**	**2,186**	**721**	**14,826**	**18,159**

Higher pay scales

66.49 The employees of Security Printing Presses have demanded a special dispensation for themselves on the consideration that they are working in an industrial environment for longer hours and are involved in a commercial activity for the Government. **We, however, do not find any justification for the demand. There is also no justification for the demand for grant of higher pay scales to all the staff** in the Presses on account of longer hours of work or parity with public sector undertakings.

66.50 However, based on a detailed analysis of the recruitment qualifications and other relevant factors, higher scales of pay for certain categories of technical personnel qualified in printing technology have been suggested in our recommendations relating to the common category of printing staff. As a result of the revision of the pay scales of these categories, certain horizontal relativities presently existing in the Presses under the Department of Economic Affairs would be disturbed, which may necessitate appropriate revision of the scales of pay of certain categories of posts other than those related to printing, in different security presses.

BANK NOTE PRESS, DEWAS

Pay scales

66.51 **The posts of Head Checker, Junior Operator, Technical Assistant Grade-II, and Journey Man, presently in the scale of Rs. 1350-2200, may be placed in the scale of Rs. 1400-2300 as a measure of rationalisation of pay scales recommended by us in general. Having regard to the qualifications of graduation/ diploma in printing technology/diploma in fine arts, the posts of Assistant Inspector (Control), Senior Operator, Technical Assistant and Retoucher, presently in the pay scale of Rs.1400-2300, may be placed in the scale recommended by us in replacement of the scale of Rs.1600- 2660. Consequently, the next higher posts of Inspector (Control), Deputy Technical Officer, Engraver and Junior Artists all of which are presently in the scale of Rs.1600-2660 and constitute promotion posts in the corresponding streams, may be placed in the scale recommended by us in replacement of the scale of Rs. 1640-2900.**

Deputy Works Engineer -Cadre structure

66.52 In order to maintain the present horizontal relativities between posts in different streams in the Press, the pay scale of the post of Deputy Works Engineer would require to be upgraded from Rs.1600-2660 to Rs.1640-2900. As Journey Men (Rs.1350-2200, recommended for revision to Rs. 1400-2300) are presently eligible for promotion to this post directly, it may also be desirable to introduce an intermediate scale between these two posts so as to ensure that the monetary benefits which would accrue as a result of the proposed upgradation of pay scales are restricted to reasonable level. **The existing 28 posts of Deputy Works Engineer should therefore, be divided into two grades with designation as Deputy Works Engineer Grade-I and Deputy Works Engineer Grade II in the pay scale of Rs.1640-2900 and Rs. 1600-2660 with sanctioned strength of 12 and 16 posts respectively. Deputy Works Engineer Grade II should continue to be filled 50% by direct recruitment and 50% by promotion from Journey Men. The new posts of Deputy Works Engineer Grade I should, however, be filled 100% by promotion.**

Other posts

66.53 Specific demands for revision of the pay scale of Estate Custodian and Chemist in the Printing Ink Unit have been made. While we do not consider the demand for higher pay scale for the post of Estate Custodian as justified, the need for creation of more supervisory posts in view of present work load could be considered by Ministry on functional considerations.

66.54 Having regard to the duties and responsibilities of the personnel in the Security Ink Unit, the present scales of pay are considered to be appropriate and adequate. Any special dispensation only in the case of this Unit would disturb horizontal relativities in the Press and give rise to similar demands from personnel in other streams/units. The only change recommended is that the post of Deputy Technical Officer may be placed in the scale of Rs.1640-2900 in conformity with our general recommendations for the security presses.

SECURITY PRINTING PRESS, HYDERABAD

Pay scales

66.55 The posts of Head Checker and Assistant Inspector (Control), presently in the scale of Rs.1350-2200 may be placed in the rationalised scale of Rs.1400-2300. The present relativities in the pay scales of different posts in this Press and that at Dewas may continue to be maintained and **posts presently in the scales of Rs. 1400-2300 and Rs.1600-2660 should be placed in the scale of pay of Rs.1600-2660 and Rs. 1640-2900 respectively, as has** been proposed for corresponding posts in the Press at Dewas.

Works Engineer/ Assistant Works Engineer

66.56 The qualification of a degree in mechanical or electrical engineering has been presently prescribed for the post of Assistant Works Engineer in the Press in the scale of Rs. 1400-2300 whereas the alternative qualification of a diploma in engineering has also been prescribed for this post in the Indian Security Press and the Currency Note Press at Nasik. **Similar qualification could be prescribed in the Hyderabad Press for future recruits to this post, which may be placed in the scale of Rs.1600-2660, the next higher post of Deputy Works Engineer (Rs.1600-2660) being simultaneously upgraded to the scale of Rs.1640-2900.** In order to provide reasonable avenues of promotion to the directly-recruited Assistant Works Engineers, one of the existing two posts of Works Engineer (Rs.2000-3500) may be upgraded to that of Assistant Engineer in the scale of Rs. 2200-4000, to be filled entirely by promotion. The post of Works Engineer (Rs.2000-3500) may also be filled 100% by promotion.

Upgradation of some posts

66.57 As a sequel to the proposals in respect of the Presses at Dewas and Hyderabad, and in order to maintain the existing relativities in the presses under the Department of Economic Affairs, **corresponding posts in the India Security Press and Currency Note Press at Nasik presently in the scales of pay of Rs. 1400-2300 and Rs. 1600-2660 should also be upgraded and placed in the scales of Rs. 1600-2660 and Rs.1640- 2900 respectively.** The higher scales are also justified on the basis of educational qualifications.

Pharmacists, Canteen and Sanitary Supervisor etc.

66.58 Stagnation due to lack of promotion avenue has been reported in cases of Pharmacists and Canteen and Sanitary Supervisor. **The cadre of Pharmacists may be organised in three promotion grades as recommended for the common category of Pharmacists. In case of Canteen and sanitary Supervisor, the pay scale may be revised to Rs.1600-2660 as suggested for common category of canteen staff.**

Drivers

66.59 Drivers have demanded that they should be placed in a higher pay scale, as they are operating heavy vehicles. The five posts of MV Cleaner-cum-Material Handler should be merged in the recommended four tier structure for Group 'D' posts. **Drivers should have a uniform designation under the merged cadre of drivers in the grades of Rs.950-1500, Rs.1320-2040 and Rs.1400-2300 as recommended for the general category of Drivers. The present post of Foreman (Auto) should be the highest promotion grade on functional basis in the cadre and should be in the pay scale of Rs.1600-2660.**

INDIA SECURITY PRESSES/CURRENCY NOTE PRESS, NASIK

Demands

66.60 Several demands have been received. These have been considered and our recommendations are contained in the succeeding paragraphs.

66.61 Deputy General Manager in the India Security Press, Nasik is a technical post related to printing technology. It will, therefore, not be desirable to place the lower posts of Manager (Control) and Chief Engineer in the feeder grades for promotion to this post, even though they are in the same pay scale as that of the Works Manager.

Senior and Junior Assistants

66.62 The present designation and pay scales of Junior Assistant and Senior Assistant are based on a specialised scientific study of the organisation done by an independent agency. **It would, therefore, not be desirable to make any changes either in the pay scales or in the designations.**

Creation of Senior Inspectors

66.63 As regards the demand for creation of a higher cadre of Sr. Inspectors to provide promotion avenues to Inspectors, we feel that the cadre strength in different grades should be determined on the basis of workload and on functional considerations. The structure in one organisation cannot be replicated, automatically in another organisation. **The Deptt. of Economic Affairs should ensure to the extent possible and justified, uniformity in the cadre structure of common categories of posts in different Mints and Presses based on uniform and clearly-defined work norms.** The work norms in the Currency Note Press should also be reviewed periodically, taking into account the impact of modernisation, technological improvements, etc. Any increase in the existing manpower should be based only on scientific work studies based on realistic norms.

Security Bonds

66.64 Taking into consideration the value of finished products to be handled by the Assistant Inspector, the Security deposit of Rs.2000 does not provide any worthwhile security. **Furnishing of Security bond should be dispensed with, as has been recommended by us separately in the case of fidelity bonds to be furnished by cashiers.**

MISCELLANEOUS COMMON DEMANDS

Night Shift Allowance

66.65 Removal of disparity in the quantum of night shift allowance being paid to Assistant Works Manager/Technical Officer, as against what is paid to Senior Foreman has been demanded. We have been informed that since 1989, night shift allowance is paid only to employees having salary less than Rs.2,200 p.m. **We, therefore, recommend that officers if required to work during night hours should not be paid any Night Shift Allowance and the night shift allowance at present being paid to them in Security Paper Mill, Hoshangabad and other organisations should be withdrawn.** Wherever supervision by officers during the night shift is to be done on a full-time basis, it would be more appropriate to have a separate set of supervisory staff sanctioned for the night shift.

Higher scales to some posts

66.66 Higher scales to certain categories of technical posts like Foreman, Inspector Control, Senior Draughtsman, etc. have been demanded on the ground that pay scales recommended by Fourth CPC for these posts were not properly implemented in Security Paper Mill, Hoshangabad. We have examined this demand and in the light of the comments of the Ministry that the pay scales were given recently on the basis of a report of National Productivity Council, **we do not recommend any further change in the pay scale.**

Compensation for naked checking

66.67 Industrial workers in Bank Note Press, Dewas and Currency Note Press, Nasik are subjected to naked checking as per rigid security instructions which cannot be avoided in spite of an earnest desire to discontinue it. The demand has, therefore, been made that employees should be given some compensation for this naked checking. The demand has been considered as justified by the Ministry, which has recommended an amount equal to 5% of the basic pay for this purpose. **We, however, feel that in the context of the available financial benefits further compensation for this purpose is not justified and we recommend accordingly.**

NATIONAL SAVINGS ORGANISATION

Organisation and functions

66.68 The National Savings Organisation is a subordinate office of the Department of Economic Affairs. It has basically twin objectives : to propagate thrift as a way of life and to channelise the household savings for investment in various national savings instruments. For this purpose, it selects, trains and motivates extension workers, coordinates with State Governments, Department of Posts and non-official agencies for development of the small savings movement. With its headquarters at Nagpur, the organisation is headed by the National Savings Commissioner. At the Headquarters, he is assisted by a Joint National Savings Commissioner, 3 Deputy National Savings Commissioners, a Secretary and a Deputy Regional Director (Training). The field organisation of NSO consists of regional offices in almost all the States and Union Territories. The field organisation consists of 26 Regional Directors, 161 Deputy Regional Directors and 270 District Savings Officers, in addition to ministerial staff. The field establishment of the organisation is around 1,200.

Expansion of the NSO

66.69 It has been stated that the National Savings Organisation has not grown with time like other similar organisations in the country and as such, its potential to mobilize internal savings for the economic development of the country has not been fully utilized. The staff strength of the National Savings Organisation was reduced drastically in 1992, on the basis of the report of a work study conducted by the Staff Inspection Unit of the Department of Expenditure. This adversely affected the achievements of the organisation and the savings mobilised by it were drastically reduced. An expansion of the organisation through allocation of funds out of Plan Budget and the shifting of its headquarters to New Delhi has, therefore, been demanded to put the organisation back on its track. The Department of Economic Affairs has suggested another work study to examine the demand for expansion of the organisation, as only recently 458 posts of various categories were abolished on the basis of the report of the Staff Inspection Unit. **We feel that Ministry of Finance is the appropriate authority to decide about expansion of the organisation.**

Deputy Regional Directors

66.70 A demand has also been made for decentralisation and delegation of powers to Deputy Regional Directors, who hold a gazetted post (Rs.2000-3500) but do not have any administrative and financial powers. Status of appointing authority for agents, controlling officers for Deputy Savings Officers and powers to sanction imprest amount and clerical/secretarial assistance has been demanded for Deputy Regional Directors. **We feel that the administrative ministry should examine the issue with a view to delegating additional powers, as far as**

feasible, as part of the general policy to decentralise the decision-making process and delegate powers to the lower formations for a smooth functioning of the administration

District Savings Officer

66.71 The pay scale of District Saving Officer is Rs.1400-2600, although they are recruited through a common examination held by Staff Selection Commission for Inspectors of Income Tax, Central Excise, etc. Moreover, the status of their counterparts in State Governments is also higher. A demand has been made for elevation of their status to a Group 'B' gazetted post and redesignation as Assistant Regional Director. Department of Economic Affairs have supported their demand for a higher pay scale without parity with Inspectors of Central Excise and Customs, who are having executive responsibilities. At present, there are two categories of DSOs, one in the scale of Rs.1400-2600 and the other in that of Rs.1640-2900. **We recommend that there should be only one scale for DSO viz. Rs.1640-2900. The important role that is required to be played by District Saving Officers justifies such upgradation.**

Promotion quota to DSO

66.72 A demand has been made to increase the promotion quota of UDCs/Stenographers Grade 'D' to District Savings Officer from existing 20% to 50%. The department has already considered the demand and Department of Personnel have agreed for an increase to 30% only. **We feel that the percentage of 30% would be too high and it should be brought down to 25%.**

All India Seniority

66.73 In view of disparities in promotion prospects of various Group 'C' and 'D' posts in different regions of the organisation, demands have been made for having an All India Seniority list for District Savings Officers, Head Clerks, UDCs, Stenographers, etc. We feel that **efforts should be made to remove the disparities in promotion prospects in the same organisation in different regions/zones and this can be achieved to some extent with the introduction of the Assured Career Progression scheme.** The proposal for maintaining an all India seniority of officials at the level of Lower Division Clerks etc may not be feasible as these employees are low paid and may, therefore, resist transfer from one region to another

Cadre Restructuring

66.74 In view of stagnation in the cadre of Savings Officers, a demand has been made that senior level posts in the organisation should be filled by promotion from lower posts instead of filling them on deputation basis. We have considered this demand and recommend that **a restructuring of the cadre needs to be done in a manner that while present mode of recruitment to posts of Deputy National Savings Commissioner and above may continue, the cadre strength of lower posts and their mode of recruitment may be revised in the following manner:-**

(a) **The posts of District Savings Officer should be placed in a higher pay scale of Rs.1640-2900 and should be filled 75% by direct recruitment instead of 70% as at present.**

(b) **161 posts of Deputy Regional Director in the pay scale of Rs.2000-3500 should be divided equally into two grades as Assistant Regional Director (Rs.2000-3500) and Deputy Regional Director (Rs.2500-4000). Both these categories of posts should be filled 100% by promotion.**

(c) **The Regional Director,(National Saving) Senior Scale and Junior Scale should be merged in the pay scale of Rs.2200-4000, to be filled 60% by direct recruitment and remaining 40% by promotion**

Ministerial posts

66.75 Higher pay scale has been demanded for isolated posts of Accountant, Statistical Assistant, Junior Hindi Translator, Head Clerk and Superintendent. Since all these posts are common category posts, our recommendations about them in the relevant chapters shall apply. **The post of Head Clerk in the pay scale of Rs.1350-2200 may be redesignated as Assistant in the pay scale of Rs. 1600-2660. The pay scale of Superintendent (Rs.2000-3200) may be revised to Rs.2000-3500 under rationalisation of pay scales recommended by us, and be redesignated as Administrative Officer Grade III.**

Accounts posts

66.76 **The demand for creation of accounts posts in the Regional Office, recommended by the Ministry, may be considered by the Ministry itself.**

Cash Incentive

66.77 At present, the District Savings Officers are entitled to cash incentive ranging from Rs.250 to Rs.750 per annum, depending on their achievements. The amount was prescribed in 1985. The Ministry has recommended revision of the rates only if the pay scale of DSO is not revised upward. **We recommend that the rate of cash incentive may be revised in the range of Rs.500 to 1500 per annum. Such an incentive should be paid only if a DSO is able to achieve targets beyond a certain prescribed limit.**

Conveyance Allowance

66.78 Field officers of the National Savings Organisation are paid fixed conveyance allowance @ Rs.160 per month for covering more than 100 Km, as they are required to supervise the work of 5 - 6 Districts. Department of Economic Affairs have recommended Re.1.00 per K.M, provided a log book is maintained. **We recommend that the Conveyance Allowance for the field officers be regulated in accordance with the provisions under SR-21.**

BOARD FOR INDUSTRIAL AND FINANCIAL RECONSTRUCTION

Organisation and functions

66.79 The Board for Industrial and Financial Reconstruction is a quasi-judicial body established under the Sick Industrial Companies (Special Provisions) Act, 1985 for the rehabilitation and revival of sick industries. The Board has a Chairman and 8 Members. There are 4 benches, each consisting of two Members. The Office of the Board is headed by the Secretary (now of the level of Joint Secretary) who has been vested with certain statutory powers. The Board has a total sanctioned strength of 173 personnel. Posts in Groups 'C' and 'D' are filled by direct recruitment. Personnel from other Central Government Offices are taken on deputation to man the Group 'B' posts and those up to the level of Under Secretary, while the posts of Director/Deputy Secretary are filled under the Central Staffing Scheme. Besides, personnel are also drafted from financial institutions like banks and IDBI. Though, in terms of a notification issued by the Government, employees are placed in the scales equivalent to their counterparts in the CSS/CSSS/CSCS, the Board is not a participating office in the Central Secretariat

Services Scheme

Proposals

66.80 In their official memorandum, the Board has stated that due to inadequate monetary benefits and career opportunities, competent officers are not attracted to the Board. As a result, a number of posts are lying vacant. It has, therefore, been suggested that posts upto the level of Under Secretary should be encadred in the Ministry of Finance.

Our recommendations

66.81 We have considered the suggestion made by the BIFR in the light of difficulties being faced by it in procuring suitable manpower on deputation. At present as many as 64 posts in different disciplines are filled on deputation. With a view to ensuring regular supply of qualified manpower to the BIFR, reducing unnecessary correspondence, saving expenditure involved in issuing advertisements and payment of deputation duty allowance etc., **we recommend that the following categories of posts may be included in the cadre of Ministry of Finance in the services indicated against each** :

Sl.No.	Category of post	Service in which to be included
1.	Assistant (15)	Central Secretariat Service
2.	Section Officer (7)	-do-
3.	Under Secretary (1)	-do-
4.	Personal Assistant (11)	Central Secretariat Stenographers' Service
5.	Private Secretary (9)	-do-
6.	Principal Private Secretary (9)	-do-
7.	Assistant Director (OL) (1)	Central Secretariat Official Language Service
8.	Senior Hindi Translator (1)	-do-
9.	Analyst Programmer (2)	To be empanelled with NIC
10.	Accountant (1)	To be empanelled with Controller General of Accounts
11.	Librarian (1)	Proposed organised service for Library Staff in Central Government
12.	Senior Research Officer (2)	Indian Economic Service
13.	Deputy director (2)	-do-
14.	Deputy Director (2)	To be filled on deputation from Financial Institutions like IDBI, Banks, etc. or from organised services like IES/ISS.

Directly recruited staff

66.82 **The clerks and stenographers who have been directly recruited and are presently borne on the strength of the Board may also be included in the appropriate Central Secretariat Service so as to provide them promotion avenues in their career.**

APPELLATE AUTHORITY FOR INDUSTRIAL AND FINANCIAL RECONSTRUCTION

Organisation

66.83 The Appellate Authority for Industrial and Financial Reconstruction (AAIFR) is a quasi-judicial body set up in 1987 under the provisions of the Sick Industrial Companies (Special Provisions) Act, 1985. The Authority has a sanctioned strength of 43 employees.

Filling up of posts

66.84 The Original Act contained a provision vesting powers in the Chairman to recruit staff. The posts in Group 'D' and those of staff car driver, gestetner operator and LDC have been filled by direct recruitment under this provision. Other posts such as those of UDC, Assistant, Private Secretary, Principal Private Secretary etc. are filled by personnel obtained on deputation from different Ministries/Departments. The post of Under Secretary has recently been filled by DOPT. With the amendment of the Act in 1994, the powers to recruit its personnel have been withdrawn from the Authority and it is now required to approach the Banking Division in the Ministry of Finance for meeting the manpower requirements.

Proposals

66.85 It has been suggested that (a) the AAIFR should be declared as one of the offices participating in the Central Secretariat Services Scheme so as to provide adequate promotion avenues to its personnel, (b) the Chairperson of AAIFR, who enjoys the status of a Supreme Court Judge, should be vested with powers to retain deputationists beyond the normal tenure of deputation so as to utilise the experience gained by the deputationists for the benefit of the organisation, and (c) the Court Master of AAFIR should be placed in the same pay scale as is admissible to his counterparts in the Supreme Court/High Courts because the existing pay scale of Rs.1400-2600 is not commensurate with the duties and responsibilities attached to the post.

Our recommendations

66.86 We have given our careful consideration to the suggestions and **our recommendations are as under** :-

(a) Both BIFR and AAIFR are quasi-judicial bodies and deal with sick industrial units. As recommended in the case of BIFR, **we recommend that the secretariat staff of AAIFR may be merged with the appropriate service such as CSS/CSSS/CSCS/other organised services in the cadre of Ministry of Finance. Other posts which cannot be encadered in any organised service or cadre may be filled up by transfer on deputation from Central Government departments, as at present.**

(b) With the inclusion of majority of the posts in AAIFR into one or the other organised services, the incidence of deputation will be reduced considerably. For dealing with a few cases, **we recommend that normal rules should apply.**

(c) It has been reported that the post of Court Master has been kept in abeyance and the recruitment rules for the post are yet to be framed. As a result of rationalisation of pay scales, **we recommend that the post may be placed in the replacement scale corresponding to existing pay scale of Rs. 1600-2660.** Keeping in view the jurisdiction of the Appellate Authority, the remuneration recommended appears to be adequate and we are unable to concede the demand for parity with the Court Master in Supreme Court/High Court.

SUBORDINATE INDIAN ECONOMIC SERVICE

Subordinate Indian Economic Service

86.67 At present a number of posts in the scale of Rs.2000-3500, Rs.1640-2900 and Rs.1400-2300 carrying the designation of Economic Officer, Senior Economic Investigators and Junior Economic Investigator respectively are spread over various Ministries. These posts are filled up by the individual Ministries themselves. The recruitment as well as promotion rules followed by these Ministries are extremely disparate and there is need for standardization. There also exists wide spread stagnation at the levels of Junior Investigator and Senior Investigator in the various Ministries. **We recommend that all recruitment to feeder posts in Indian Economic Service should be centralized and placed under the IES Cadre Controlling Authority. All posts of Junior Economic Investigators/Junior Research Assistants (Economics) in the scale of Rs.1400-2300 should be upgraded and given the replacement scale of Rs.1600-2660. These posts would be henceforth called Economic Investigator Grade-II. All posts of Senior Economic Investigators in the scale of Rs.1640-2900 be given the replacement scale of Rs.2000-3500 and be called Economic Investigator Grade-I. Recruitment to the replacement scale of Rs.1600-2660 should be done through a UPSC interview or SSC exam as deemed fit. Graduation in economics should be made the minimum necessary qualification for recruitment at this point. The entrants in this scale will obtain ACP upgradations to the pre-revised pay scales of Rs.1640-2900 and 2000-3500 (on a dynamic basis). At the level of Economic Investigator Grade-I in the pay scale of Rs.2000-3500, post-graduate direct entry may be taken up for 50% of the posts. For the entrants to the scale of Rs.2000-3500 two time bound dynamic ACP upgradations carrying the replacement scale of 2375-3750 and the entry scale of IES Group A may be given.** We also observe that the Ministry of Finance, without taking into account considerations of seniority has placed 8 feeder post holders who were junior in the seniority list in the scale of 2000-3500 while their seniors remain in the pay scales of 1640-2900. **We recommend that they continue in the replacement pay scale of Rs.2000-3500 and their seniority be refixed.**

Department of Expenditure

66.88 Department of Expenditure consists of six divisions, namely, (1) Establishment Division, (2) Plan Finance Division, (3) Cost Accounts Branch, (4) Controller General of Accounts, (5) Staff Inspection Unit and (6) Finance Commission Division. It has a staff strength of 1462 posts. Group-wise distribution of the posts is as follows:-

Group	'A'	'B'	'C'	'D'	Total
No of posts	137	369	692	264	1,462

Department of Revenue

Introduction

66.89 The Department of Revenue functions under the overall direction and control of Secretary (Revenue). It exercises control in respect of matters relating to all the direct and indirect union taxes, through two Statutory Boards namely, the Central Board of Direct Taxes (CBDT) and the Central Board of Excise and Customs (CBEC). Matters relating to the levy and collection of all direct taxes are looked after by the CBDT, whereas those relating to levy and collection of Customs and Central Excise duties fall within the purview of the CBEC. The two Statutory Boards were constituted under the Central Board of Revenue Act, 1963. Each Board has a Chairman and five Members, who are also ex-officio Special Secretaries and Additional Secretaries respectively to the Government of India.

Headquarters administration

66.90 The Headquarters Administration of the Department of Revenue, under an Additional Secretary (Admn.), looks after all administrative work pertaining to the Department, coordination between the two Boards, and matters relating to subordinate offices, tribunals and authorities functioning in the Department.

Organisation

66.91 The Department of Revenue and various organisations working under it deploy around 1,57,011 employees of different categories. The groupwise distribution of these posts in different organisations is as follows:-

Organisation	Group A	Group B	Group C	Group D	Total
CBDT	3,056	3,500	43,266	10,694	60,516
CBEC	1,925	6,445	78,548	4,702	91,620
Other orgns.	189	396	1,341	2,949	4,875
Total	**5,170**	**10,341**	**1,23,155**	**18,345**	**1,57,011**

ISSUES COMMON TO BOTH BOARDS

Autonomy to Boards

66.92 Demands have been made for reorganising Central Board of Direct Taxes (CBDT) and Central Board of Excise and Customs (CBEC) as

separate Departments, with full functional and financial autonomy, on the lines of the Railway Board. Raising the status of the Chairman and Members of the Board and creation of independent posts of Financial Adviser to the two Boards have also been demanded. We have considered these demands in detail. Both CBDT and CBEC are an integral part of the Department of Revenue in the Ministry of Finance and are not functioning as attached or subordinate offices. **It is, therefore, logical and desirable that these Boards function under the overall control and supervision of the Secretary of the Department of which they are inseparable parts. Policies having large financial and revenue implications have necessarily to be formulated by the Department of Revenue because levy of taxes and raising of revenues are sovereign functions of the State. Such sovereign functions cannot be delegated to autonomous Boards. As such, there is no justification to restructure the CBDT/CBEC on the pattern of the Railway Board which is a purely commercial organisation. Consequently, the demands that the Chairman and Members should be accorded the status of Principal Secretary and Special Secretary respectively are not justified.**

Delegation of powers

66.93 As regards delegation of powers, budget allocations for the field formations under the CBDT/CBEC are already being made separately for each Commissionerate. Commissioners have been declared as Heads of Department and have full powers to incur expenditure within the allocated budget, and in conformity with the provisions of the Delegation of Financial Powers Rules. **As such, there is no need for further delegation of powers to the Boards and their offices or for creation of a separate post of Member (Finance) in the two Boards.**

Need to induct professionals

66.94 **We, feel that it may be desirable to induct professionals who could be drawn from the open market in these two Boards, apart from officials of the Indian Revenue Service. For this purpose, the scope of the Central Staffing Scheme should be appropriately enlarged.**

CENTRAL BOARD OF DIRECT TAXES

Organisational structure

66.95 CBDT is the apex body in the Income Tax set-up. Apart from performing various statutory functions under various Direct Tax Laws like Income Tax Act,1961, Wealth Tax Act, 1957, Gift Tax Act, 1958, Expenditure Tax Act, 1987, the Benami Transactions (Prohibition) Act, 1988, Estate Duty Act, 1953, etc., the Board is responsible for formulation and implementation of policies relating to tax administration. It has a work force of over 60,000 officers and staff and functions on the Secretariat pattern. It has three attached offices under three Directors General of Income Tax viz. DG (Admn.), DG(Exemptions) and DG(Training). There are 25 Chief Commissioners of Income Tax, who are in charge of assessment and collection of direct taxes at the regional level. Besides, there are 5 Directors General of Investigation who are in overall charge of the investigating machinery on regional basis to curb tax evasion and unearth black money. There is an appellate machinery consisting of the Commissioners of Income Tax (Appeals) to perform work of quasi-judicial nature and dispose of appeals against the orders of assessing officers.

Attached office

66.96 A demand has been made that the Directorates in the CBDT

Status to the Directorates

should be given the status of attached offices, so that the cadre management of the non-gazetted staff, recruited on decentralised basis, could be organised on the pattern of Secretariat. **Centralisation would lead to delays and avoidable paper work because in each case of promotion, confirmation, acceptance of resignation etc., a reference will be required to be made to the centralised authority. The present organisational status of CBDT may, therefore, be retained.**

Special dispensation to revenue earning departments

66.97 A special dispensation has been demanded for the employees working in revenue earning departments. **We have considered this demand and feel that it may be difficult to prescribe higher pay scales for revenue earning departments.**

Direct induction of ITOs into STS

66.98 Direct induction of ITOs in the Senior Time Scale of Rs.3000-4500 has been demanded. The proposal, if agreed to, would have implications on other Group 'A' Central Services and All India Services. With a view to maintaining uniformity among different services to which recruitment is made through a common examination, **we recommend that the existing practice of inducting ITOs in the Junior Time Scale of ACIT should continue.**

Demands of ITOs

66.99 There is a demand for grant of a higher pay scale to ITOs after 4 years of service or grant of a selection grade after 5 years of service or merger of the pay scale of Rs.2000-3500 with the pay scale of Rs.2200-4000. **These demands cannot be acceded to.** However, give space Assured Career Progression Scheme would help to meet the aspirations of ITOs to a large extent.

Inter-changeability with ACIT

66.100 ITOs have raised the question of inter-changeability of posts of ITO and ACIT and equalising of the financial limits up to which assessment cases may be handled by the ITO and the ACIT. **These are administrative matters which may be decided by the Ministry themselves.**

Accounts pattern for ITOs

66.101 Another demand of Income Tax Officers is for bifurcation of the posts of Income Tax Officer into two grades in the ratio of 20:80 on the pattern of the Audit and Accounts Department. **This does not merit consideration, as the scheme was introduced in the Audit and Accounts Department in an entirely different context** after deliberations over a period of time, and was later extended to other organised accounts departments. These considerations are not valid in the case of the Income Tax Department.

Headquarter allowance to ITOs

66.102 There is a demand for payment of HQ allowance to ITOs performing the duties of ITO (Admn) or ITO (Judicial) at the Headquarters of the Commissionerates. **The Commission is in favour of restricting the number of posts carrying special pay. The demand for payment of special pay is not considered to be justified.**

Promotion to ACIT

66.103 As per recruitment rules, 50% of the vacancies in the Asstt.Commissioner of Income Tax grade are meant for promotees. However, the practice is that the number of promotions from ITOs Group 'B' to ACIT are linked to the number of persons directly recruited as ACIT. A demand has been made that DOPT's instructions dated 7th February, 1986 should be implemented and 50% quota should be reckoned with reference to the total number of posts of ACIT (both junior and senior time scale) without linking it to annual intake of direct recruits

Linkage between direct recruits and promotees

66.104 The present practice of regulating the promotion of Group 'B' Income Tax Officers to ACIT (Junior Time Scale) with reference to the actual annual intake of direct recruits in the department at JTS level, is stated by the department to be in conformity with a decision of the Supreme Court. The removal of this linkage would result in promotion of a larger number of Group 'B' Officers to Group 'A' posts and the promotion quota being exceeded, which would distort the structure of the Indian Revenue Service. **In the circumstances, we do not recommend acceptance of the demand.**

Our recommendations

66.105 It appears that the **annual intake of direct recruits to the Service has been consciously reduced as a measure of economy and for tackling the problem of acute stagnation in the Service. The correct course of action in these circumstances would have been to abolish the unfilled posts, instead of carrying them forward as vacancies and thereby giving cause to the Group 'B' Officers to feel aggrieved that they were not being promoted and yet the posts of ACIT were allowed to remain vacant.** This would also be in conformity with the Commission's recommendations to impose an across-the-board reduction of a specified percentage at all levels in the hierarchy of different cadres and in different departments.

Inspectors

66.106 Inspectors of the CBDT have been agitating for upgradation of their pay scale to Rs.2000-3200 on the analogy of the Inspectors of IB, CBI and Delhi Police. **The Department of Revenue is not in favour of conceding such a parity. We agree with the Department.**

CAT reference

66.107 The Department of Revenue, has in particular sought the recommendations of the Commission, in compliance with a Judgement of the Jabalpur bench of the CAT dated February 24, 1995 on (i) the demand of Inspectors of Central Excise, Income Tax etc. to place them in the pay scale of Rs.2000-3200 with effect from the date from which the Inspectors of CBI were placed in the said pay scale and (ii) payment of arrears in the light of Fifth CPC's findings as a result of this reference. We have reviewed the grant of higher pay scales by government to certain categories, over and above the recommendations of the Fourth CPC and the justification therefor. We have also noted the contention of Inspectors of Income Tax and Central Excise that their duties were comparable to those of Inspectors of Police, CBI, etc. **As a result of the review of the entire situation, we have separately decided to place the Inspectors of CBI and IB, in the pay scale of Rs.1640-2900 instead of Rs.2000-3200, because there was no justification to take them to the higher pay scale of Rs.2000-3200. As a consequence of this recommendation, the demand relating to the grant of higher pay scale, that too with a retrospective date, to the Inspectors of Income Tax, Central Excise etc. has become infructuous. But for the sake of clearing the record, we would like to state that even otherwise we do not consider the duties of the posts of Inspectors of Income Tax, Excise and Customs to have any linkage or parity with the Inspectors of Police. The two categories are not comparable. We recommend that the Inspectors of Income Tax, Central Excise and Customs etc. should be given only the replacement scales of pay.**

Promotion avenues for Inspectors

66.108 Creation of promotion avenues for those Inspectors who are unable to qualify in the departmental examination for promotion as ITOs or providing a higher pay scale to such Inspectors after they complete 10 years of

service in the grade are some of the demands, which do not fit into our overall policy of improving efficiency in government departments. **We do not find any merit in these demands and accordingly recommend their rejection**

Tax Assistants

66.109 A higher pay scale has been demanded for Tax Assistants (Rs 1350-2200)on the ground that the Wanchoo Committee, on whose report these posts were created by upgradation of UDCs, had recommended a higher pay scale for them **Following the rationalisation of pay scales recommended by us, Tax Assistants would be placed in the pay scale of Rs.1400-2300, which will meet their demand. We do not, however, consider it desirable to dispense with the condition of qualifying a departmental examination for promotion of UDCs as Tax Assistants, in view of the specialised requirement of the department. There is no similarity between the nature of duties of Accountants in the Audit and Accounts Department and Tax Assistants and as such the reorganisation of Tax Assistants and UDCs in the ratio of 80:20 on the pattern of organised accounts departments is not justified. Similarly, no special pay to Tax Assistants posted to audit parties is recommended, as we favour a reduction in the number of posts carrying a special pay.**

Ministerial posts

66.110 Demands have been made for merger of the supervisory posts of Head Clerk and Supervisor Grade II, upgradation of Supervisor Grade I to Group 'B' gazetted status, creation of posts of Administrative Officer and unification of ministerial and executive cadre from Tax Assistants onwards. We have considered these demands. **As recommended for all non-sectt. organisations, the posts of Head Clerk may be redesignated as Assistant and they should be placed in the pay scale of Rs. 1600-2660. The supervisory post of Supervisor Grade II may be given the pay scale of Rs. 1640-2900 and designated as Office Supdt. The Supervisor Grade I may be redesignated as Administrative Officer Grade III and placed in the pay scale of Rs. 2000-3500. Of the existing 320 posts of Supervisors Level II, only 280 be redesignated as AO Grade III, 35 posts be placed in the higher scale of Rs.2500-4000 and 5 posts in the pay scale of Rs.3000-4500 with designations of as Administrative Officer Grade II and Senior Administrative Officer respectively. We further recommend that the existing arrangement under which the posts in the department are segregated into Executive and Ministerial cadres should continue.**

Notice server

66.111 Parity in pay scale has been demanded between Notice Servers (Rs.800-1150) and Postmen (Rs.825-1200) in Department of Posts. The post of Notice Server is filled by promotion of Daftary/Jamadar, with an essential qualification of Middle school pass. The Fourth CPC, while recommending the pay scale of Rs.825-1200 for Postman, increased the essential qualification for direct recruitment to 50% of the posts to matriculation. A similar change in the recruitment rules of Notice Server has been agreed to by the CBDT. **Since the nature of duties of Notice Server are similar to those of Postman, we consider it desirable to upgrade the pay scale of Notice Server at par with that of Postman, subject to the recruitment rules of Notice Server being brought at par with those of Postmen.**

UDCs/LDC's

66.112 LDCs have demanded 100% promotion to UDC grade without qualifying the departmental examination We have examined this demand and note that at present posts of UDC are filled 50% by promotion and 50% by direct

recruitment **While we recommend that 50% direct recruitment to the grade may continue, out of the remaining 50% posts to be filled by promotion, 25% may be filled by a Limited Departmental Examination from among LDCs having a graduate degree and after 5 years of regular service in the LDC grade and the remaining 25% on promotion basis subject to qualifying the departmental examination, whose continuance is also recommended due to the technical nature of the department.**

Group 'D' posts

66.113 Demands have been made for increase in quota for promotion from Group 'D' to LDC, exclusive reservation of this quota for Notice Servers and abolition of departmental examination for promotion to Record Keepers.

Our recommendations

66.114 **We have considered these demands and recommend that departmental quota for promotion from Group 'D' posts to LDCs should continue at 15%. The category of Notice Server, which is in a grade lower than LDC, should be included in the feeder grade for promotion to LDC in both the channels i.e. promotion by seniority and by Limited Departmental Examination from Group 'D'. Only those Group 'D' staff including Notice Servers who are matriculates, should be promoted as LDCs. The posts of Record Keeper should be merged in the 4 tier structure for Group 'D' posts recommended by us.**

CENTRAL BOARD OF EXCISE AND CUSTOMS

Functions

66.115 The Central Board of Excise and Customs (CBEC) deals with the task of formulation of policies concerning levy and collection of customs and central excise duties, prevention of smuggling and administration of matters relating to Customs, Central Excise and Narcotics. It is the administrative authority for its subordinate organisations, namely, Custom Houses, Central Excise Collectorates and the Central Revenue Control Laboratory.

Strength

66.116 The cadre strength of CBEC is as follows:-

Group 'A'	Group 'B'	Group 'C'	Group 'D'	Total
3,056	3,500	43,286	10,694	60,536

Linkage of staff strength with Revenue Collected

66.117 The activities of the Board are covered under the Non-Plan Budget of the Department of Revenue, which has reportedly caused a situation where legitimate needs for expansion of the department are not taken care of. It has been demanded in this context that a relationship between revenue collected and expenditure on revenue services should be established so that need for additional staff for the department is properly taken care of. We have considered this demand and feel that **augmentation of the manpower resources of the department should be strictly determined only on functional considerations and there can be no nexus between expenditure on establishment and revenue collections. In fact, the efforts of the department should be directed towards reducing the cost of collection, which is considered to be high in relation to the position prevailing in some other countries of the world.**

Inspectors, Central Excise

66.118 Revision of pay scales of Inspectors and Superintendents of Central Excise has been demanded on the analogy of the Inspectors of CBI, IB and Delhi Police. In pursuance of an order dated 24.2.1 95 made by the Jabalpur Bench of the Central Administrative Tribunal in O.A No.541 of 1994 Central Excise Executive Officers' Association (Group 'C'), Indore and others versus Union of India, the Department of Revenue had referred the matter relating to placement of Inspectors, Customs and Central Excise in the pay scale of Rs. 2000-3200 to us. We obtained a background note from the nodal Ministry seeking to know the circumstances under which Inspectors of police, CBI, etc. were granted a higher pay scale.

66.119 We have perused the Judgement of the CAT and taken due note of the stand of the Government that the pay scale of Inspectors of Police and CBI was revised by them to Rs.2000-3200 keeping in view the arduous and hazardous nature of their duties. After considering the matter in all its aspects **we are of the view that Inspectors of Central Excise and Customs are not comparable with Inspectors in Police organisations. Moreover, in the context of our recommendation that the Inspectors of CBI and IB should be placed only in the replacement scale corresponding to Rs.1640-2900, the analogy no longer holds good.**

Superintendents, Central Excise

66.120 Similarly, **the demand for revision of pay scale of Superintendents of Central Excise** from the existing Rs.2000-3500 to Rs.2375-3500 made by the All India Federation of Central Excise and Customs Gazetted Officers **cannot be conceded, as it will disturb the horizontal relativities.**

Demands of Inspectors

66.121 Acute stagnation has been reported in the cadre of Inspectors and a large number of demands have been made to improve their promotion prospects. These include restructuring of the cadre strength, placing the posts of Inspectors and Superintendents in a ratio of 3:1, reduction in period of qualifying service of Inspectors for promotion to Superintendent to 5 years, merger of Superintendents Customs, Superintendents of Central Excise and Appraisers into one cadre, abolition of direct recruitment in Appraisers' grade, promotion of all Inspectors having completed 10 years' service as Inspectors, creation of an intermediate grade between Inspectors and Superintendents with the designation of Deputy Superintendent, introduction of a departmental examination for promotion of Inspectors to Superintendent's grade, etc. All these demands have been considered by us in detail.

Reduction in eligibility period for promotion

66.122 The demand to reduce the eligibility period for promotion from Inspectors and Preventive Officers to Superintendent of Central Excise and Superintendent of Customs respectively from 8 years to 5 years so as to be in conformity with the general guide- lines of DOP&T has no relevance as actual time being taken for promotion to the grade is much more than 8 years. Further, **a longer eligibility period is sometimes justified for the purpose of gaining sufficient experience before promotion to the next higher grade. Similarly, there is no justification for reduction in eligibility period from 5 to 3 years for promotion of Examiners and Preventive Officers as Custom Appraisers**

Imbalances in promotions.

66.123 The demand that the initial seniority of Inspectors, Examiners and Preventive Officers as determined by Staff Selection Commission should be

seniority in different zones

protected and uniformity in their promotion prospects ensured is not considered feasible. These Officers are posted in different regions/zones in different departments and the number of higher posts in each department and in different regions/zones varies. As such, no uniformity can be recommended in the promotion prospects of Inspectors working in different zones/regions. The disparities would, however, be balanced to some extent on extension of the proposed Assured Career Progression Scheme.

66.124 We do not consider it desirable to introduce any intermediate grade between Inspectors and Superintendents. Similarly abolition of direct recruitment to the cadre of Appraisers to improve the promotion prospects of Inspectors is also not considered as justified. **However, we recommend that a departmental examination may be introduced for promotion of Inspectors, Examiners, etc. to the higher grade of Superintendent to the extent of 25% of vacancies in the grade and this should be against the existing promotion quota, which is 50% of the vacancies.**

Superintendents : Promotion prospects

66.125 In the context of the long period taken by Superintendents for promotion as Assistant Collector in the Junior Time Scale and variation in promotion prospects of Group 'B' posts in different Departments, it has been demanded that ratio between number of posts in Groups 'A' and 'B' in the cadre should be meticulously fixed and proportion of direct recruitment at Group 'A' level reduced. We, however, feel that no uniform fixed ratio for promotion to senior posts can be recommended for the purpose of improving promotion prospects of any cadre. Posts in the higher grade should be created only after a comprehensive cadre review and the number of higher posts should be determined on functional considerations. The proposed Assured Career Progression Scheme shall, however, be helpful in removing stagnation in the grade.

66.126 The element of direct recruitment to Group 'A' posts cannot be reduced from the existing 50% for improving promotion prospects of lower posts as this will essentially change the composition of the Indian Revenue Service as an organised Group 'A' service. **The decision of the Govt. to reduce the annual intake in Group 'A' Service through the Civil Services Examination should not have been taken in isolation. Such reduction should have been a part of the overall reduction in cadre strength. The recommendation of the Commission to reduce the size of each cadre by 30% should, therefore, be implemented in the department in a manner that extent of reduction in intake at Group 'A' level is regarded as abolition of that many posts. The ratio of posts to be filled by direct recruitment and promotion should remain as 50:50. Similarly, we are unable to recommend promotion to Group 'A' posts, on length of service alone in the lower grade.**

Direct promotion to Senior Time Scale

66.127 Since the Junior Time Scale is meant for probationers of Group 'A' Services, placement of Group 'B' officers in this scale on their promotion as Assistant Commissioner has not been considered as justified. Demand for their placement directly in the senior time scale has, therefore, been made. **We, however, feel that the demand, if accepted would have repercussions in all Group 'A' Services and could conceivably result in a dilution of the Group 'A' Services, which will not be desirable. The balance of advantage would lie in maintaining the status quo and we recommend accordingly.**

66.128 The technical experts appointed as Superintendents are reported to have been deployed only on general duties. Since this does not serve the intended purpose and is resulting in reduced chances of promotion for Superintendents, a demand has been made to discontinue the recruitment of these technical experts as Superintendents. The Revenue Secretary did not support the demand and contended that the services of these technical experts were essentially needed by the department. **While recommending that status quo in the recruitment of technical experts in the department should be maintained, we would like to emphasize that the department should ensure the gainful utilization of their services**

66.129 Custom Appraisers, who are directly appointed on qualifying the Civil Services Examination conducted by the UPSC, have demanded direct promotion to Senior Time Scale (Rs.3000-4500). **We do not recommend such direct promotion of Appraisers** on the same ground on which we denied it to Superintendents

DIRECTORATE OF REVENUE INTELLIGENCE

Intelligence Officers - Revision of pay scales

66.130 Intelligence Officers of the Directorate have demanded revision of their pay scale with retrospective effect from 1.1.80 when it was revised in case of their counterparts in the rest of the Department. **All our recommendations shall have only prospective effect and we are, therefore, unable to recommend revision of pay scale of Intelligence Officers retrospectively**. After 1.1.1986, there is no disparity in pay, as the pay scale of the Intelligence Officers is identical to that of their counterparts in Customs and Central Excise Department.

Special pay

66.131 The officers deputed to the Directorates of Revenue Intelligence and Anti-Evasion are entitled to Special Pay @ 12.5% of their basic pay, subject to maximum of Rs.400 p.m. However, since no such special pay is admissible to officers borne on permanent strength of the Directorate, it has given rise to a demand that all officers in the Directorate should be paid special allowance, as their duties are alike. **After considering the matter, we recommend that no special allowance be paid to officials who are borne on the permanent strength of the Directorate. Even in case of others deputed to the Directorate, only the normal deputation duty allowance should be paid.**

Promotion Prospects

66.132 Lack of promotion prospects has been reported in the case of personnel borne on the permanent strength of the Directorates of Revenue Intelligence and Anti-Evasion. Since only 10% of posts are earmarked in the grades of Intelligence Officer and Senior Intelligence Officer for being filled on promotion from departmental officers, a demand has been made to increase this quota to 25%. **We recommend that the present earmarking of 10% of posts of Intelligence and Senior Intelligence Officers for personnel borne on the permanent strength of the Directorates of Revenue Intelligence and Anti-Evasion is adequate and need not be further increased. Senior Intelligence Officers of the department should however, form part of the feeder grade to Group 'A'**

Demands

66.133 A large number of demands have been made by ministerial staff

in CBEC. These include: merger of the posts of LDC and UDC, promotion of Assistants as Technical Assistants, grant of appropriate higher pay scales to Deputy Office Superintendent levels I and II, declaring some higher posts on executive side in the audit wing as ministerial, extension of the benefit available to organised accounts services to ministerial posts etc. We have considered these demands carefully. The demands which are of general nature have been discussed in our Chapter on non-secretariat organisations. Our recommendations on demands which are peculiar to the department are as under:-

(i) Promotion channel to more than one cadre is generally not recommended Duties of the post of Technical Assistant and its recruitment qualification have no nexus with those of Assistants and hence **we do not recommend inclusion of assistants in the feeder grade for promotion to Technical Assistant**.

(ii) Promotion prospects of the ministerial staff in the CBEC are better than those of the executive staff and, therefore, the demand of the ministerial staff association that the posts of Deputy Collector (Audit), DC (P&V), AC (Audit), etc. should be placed in the ministerial cadre is not justified.

(iii) The decision to place 80% of the posts in certain cadres of the organised accounts departments was arrived at in an entirely different context peculiar to these departments alone. **We do not find any rationale for extending this pattern to other departments.**

(iv) The **demand that posts of Administrative Officer (HQ) should be upgraded to the post of Chief Administrative Officer may be considered by the department on the basis of functional needs**. They cannot be placed in Senior Time Scale on completion of 4 years of service in the pay scale of Rs.2200-4000, as they are not part of any organised Group 'A' Service.

(v) The demand that the posts of Deputy Collector (P&V)/Deputy Collector (Audit) and Asstt. Collector (Admn.)/Asstt. Collector (Audit) should be categorised as ministerial to facilitate the promotion of Administrative Officers /ACO/Examiner of Accounts lacks justification as the duties and responsibilities of the posts in question are not ministerial in nature and require specialised skills. **We recommend the maintenance of the status quo**.

Tax Assistants

66.134 Redesignation of Tax Assistants in a higher pay scale and its inclusion in the feeder categories for promotion as Examiner has been demanded. Those UDCs who are not able to qualify in the departmental examination for Inspectors/Examiners with 60% marks are appointed as Tax Assistants, provided they have secured minimum qualifying marks of 40%. Such Tax Assistants continue to be in the feeder grade for promotion to higher ministerial posts. We do not find any justification for recommending their inclusion in the feeder category for promotion as Examiner. **However, The pay scale of Tax Assistant will be revised to Rs.1400-2300 as part of rationalisation of pay scales.**

Scaleman/ Koyalman

66.135 Upgradation and merger with Sepoys has been demanded for the posts of Scaleman/Koyalman. The post of Koyalman is in the pay scale of

Rs.750-940, whereas his counterpart in Customs Houses other than Calcutta Custom is designated as Scaleman and is placed in a higher pay scale of Rs.775-1025. **We recommend that the pay scale of Koyalman and Scaleman should be equated to Rs.775-1025 and both posts should form part of the 3-tier structure proposed by us for Group 'D' posts in general.**

TELECOMMUNICATIONS WING

Separate Directorate

66.136 The telecommunication network of CBEC has grown to 550 static and 1500 mobile stations spread all over the country. The network provides telecom link to all Collectorates and is used extensively for other multifarious functions. The Directorate of Communication was originally envisaged to be a self-contained unit but since 1979, it has been functioning only as a division under the Directorate of Preventive Operations. This is stated to have deteriorated the efficacy of the telecommunication wing as a technical unit and hampered its growth and functioning. There is a demand for restoration of its earlier self-contained and independent status directly under CBEC. Status of Head of the Department for the technical Head of Telecommunication wing, along with higher selection grade to four posts of Deputy Director (Communications) has also been demanded.

Our recommendations

66.137 We find that the cadre structure of telecommunication posts was similar to that of an organised Group 'A' Service, with initial recruitment being made in the Junior Time Scale of Rs.2200-4000. As such, the aspiration of the members of the cadre to rise up to the level of Senior Administrative Grade is justified and cannot be ignored. **We, therefore, recommend that the post of Joint Director (Communication) be upgraded to the Director (Communications) in the pay scale of Rs.5900-6700. The entire cadre will then need restructuring and for this purpose, it is also recommended that one of the seven posts of Deputy Director (Communication) be upgraded as Joint Director (Communication) in the pay scale of Rs.4500-5700 plus special allowance. Two posts of Assistant Director, Computer Communications may be merged with the posts of Assistant Director (Communications) in the same pay scale, so as to become part of the cadre.**

66.138 **It is not recommended to merge Assistant Director (Cipher) and Cipher Officer with the cadre. These posts should be retained separately. The nomenclature of Special Pay attached to the various posts should be changed as Special Allowance and its rate doubled. No Special Pay is, however, recommended for the post of Director (Comn.) in view of the upgradation recommended.**

66.139 **With the upgradation of the post of Joint Director(Communications), the Directorate of Communications should be placed under his overall charge** instead of the Director (Preventive Operations). This arrangement will give adequate flexibility in the technical functioning of the department.

Groups 'B' and 'C' Telecommunications Cadre

66.140 There are 1,237 posts in various grades at Group 'C' level and 55 posts at Group 'B' level in three different streams namely Operational, Maintenance and Cipher in the telecommunications set-up of the Department

Demands have been made for merger of all the three streams into a common cadre, rationalisation of pay scales of different posts so as to bring about parity with their counterparts elsewhere, etc

66.141 Initial recruitment at the lowest level of Radio Technician and Radio Operator is made with an educational qualification of Diploma in Radio Technology. **We recommend that the pay scale of Radio Operator in Operation Stream should, therefore, be revised to Rs.1400-2300 from the existing Rs.1320-2040. Similarly, Cipher Operators' pay scale should also be revised to Rs.1400-2300.**

66.142 **As a consequence of the above upgradation, the cadre structure of other Group 'C' posts in the three telecommunications wings shall also need revision. The posts of Supervisor (Rs.1400-2300) in Operation Wing and Technical Assistant (Rs.1400-2600) in the Maintenance Stream may be placed in the higher pay scale of Rs.1600-2660, their designations remaining the same. In case of Cipher Cadre, the 42 posts of Cipher Operator (Rs.1350-2200) may be divided into two grades as Cipher Operator Grade II (Rs.1400-2300) (22 posts) and Cipher Operator Grade I (Rs.1600-2660) (20 Posts).**

66.143 **It is also recommended that Communication Assistants in the Operation stream and Cipher Assistants in Cipher stream be upgraded to a higher pay scale of Rs.1640-2900, in place of their existing pay scale of Rs.1400-2600.**

Surplus maintenance staff

66.144 **The pay scale of Fitters (Rs.1150-1500) shall get revised to Rs.1200-1800 as part of the general rationalisation of pay scales. The two higher pay scales of Rs.1320-2040 and Rs.1400-2300 should be the two ACP scales.**

66.145 A suggestion has also been received that the need for deployment of huge manpower to rectify minor faults arising in wireless equipment could be reduced by handing over of maintenance to suppliers of equipment. Apart from this,the Ministry should also examine the feasibility of merger of operational, maintenance and Cipher staff so as to reduce manpower and introduce the concept of multi-skilling.

Special pay to Telecom staff

66.146 Demand has been made for special allowance to Groups 'B' and C' posts in the Telecommunication Wing on the analogy of Special Pay being paid to Group 'A' posts. **We recommend that the special pay already attached to some posts may continue as special allowance, but there is no case for its proliferation to other posts.**

Uniform to Telecom staff

66.147 A Demand has been made for supply of uniforms to telecommunications staff. In view of the observations of the nodal Ministry that the duties of telecommunications staff are mainly confined to wireless stations, **we do not recommend supply of uniforms to them.**

MISCELLANEOUS DEMANDS

Rummaging allowance

66.148 **We do not find any merit in the demand that rummaging allowance should be extended to all those working in Anti-Evasion Wing and recommend accordingly**

Quantum of allowance

66.149 **We recommend that Fire Arms Allowance and Rummaging Allowance should be given @ Rs.40 and Rs.120 per month. The two allowances should be mutually exclusive. Fire Arms Allowance should be given to those Sepoys/Havildars, who are trained in handling of fire arms and are required to bear them during rummaging operations. The Fire Arm Allowance shall also include the 'Rifle Allowance'.**

Special Allowances

66.150 Special Allowances or special pays to posts are being discouraged as a matter of general policy. Hence **the demand to extend special pay @ 20% of basic pay for certain identified posts that may involve longer hours of duty or risks of higher degree cannot be agreed to.**

Computer Allowance

66.151 **No Special Allowance should be given to employees for working on computers, as it is expected that, in course of time, every one would become computer literate.**

Overtime Allowance

66.152 The mere fact that fees towards services rendered by Customs personnel beyond their normal working hours are recovered from the trade would not by itself justify further liberalisation of the provisions relating to overtime allowance, which are already liberal in the case of Customs staff. Whereas gazetted officers are not entitled normally to any overtime allowance in terms of the general orders of Department of Personnel and Training, Group 'B' Gazetted Superintendents of Customs and Appraisers are nevertheless paid overtime allowance. The ceiling on payment of merchant overtime is also higher in their case, being half of the monthly emoluments as against only one-third of the emoluments generally applicable in other cases. They are also eligible for Overtime allowance at higher rates on Sundays and holidays. **In the circumstances, we recommend that the status-quo may be maintained in regard to rules regarding payment of over time in the department.**

Our recommendations on other demands

66.153 Other miscellaneous demands have been considered and our recommendations are as under:

(a) **The pay scale of Armourer may be revised to Rs.950-1500, in terms of rationalisation of pay scales. It is an isolated post, hence two higher scales of Rs.1320-2040 and Rs.1400-2300 may be provided under ACP.**

(b) **There is no case for revision of pay scales of either Sepoys or Record Keepers. Status quo should, therefore, be maintained.**

As decided in general, the post of Record-keeper needs to be merged with the Group 'D'posts, as part of organising them into a 4-tier structure. Since Sepoys with 10 years' service in Group 'D' posts are eligible for promotion as Record-keeper subject to passing of a departmental written test, Sepoys should also be included in the proposed 4-tier structure for Group 'D' posts.

(c) We do not find any merit in the demand that posting at Airports

should be in the nature of deputation. Regarding payment of Diet Allowance for postings at Airports, we understand that it was sanctioned in the context of non-availability of departmental canteens at the Airport and high rates being charged by the canteens run by Airport Authority. In view of the fact that payment of this allowance has now become an age old practice, its continuance is recommended in those airports where there are no departmental canteens. Department should, however, review the position in respect of each international airport to see whether departmental canteen facilities have since been developed, and whether continued payment of diet allowance is justified. Another method that could be tried out is to keep a provision for supply of subsidized food to Government officials as part of the contract assigned to the cafeteria management at each airport.

(d) Cycling test for the post of Preventive Officers has been prescribed to test the stamina of candidates. The test may, therefore, continue. They may also be provided training in driving Light Motor Vehicles/Motor Cycles.

(e) Whether Inspectors of Customs and Central Excise should be allowed to purchase a revolver from the Department and to retain the same after superannuation, may be decided by the department itself.

Other demands

66.154 Payment of Non-Practising Allowance to Preventive Officers possessing MBBS qualifications, creation of a contingency fund out of the departmental revenue collected and bifurcation of the Department of Customs and Central Excise are some of the demands for which we do not find any justification and recommend their rejection.

Rewards Scheme

66.155 Currently, there is a rewards scheme in operation. Under the scheme, informers and government servants are eligible for rewards up to 20% of the estimated market value of the seizure/or of the infringement or evasion of duty, etc. detected under the provisions of Customs Act, 1962, Central Excise and Salt Act, 1994, Gold Control Act, 1968 and the Foreign Exchange Regulation Act, 1973. Ordinarily, informers and government servants (up to the level of Group 'A' Superintendents/Assistant Collectors of Customs and Central Excise/Assistant Directors) are eligible for reward depending upon the contribution made by them as a team as well as individually with regard to collection of intelligence, surveillance, effecting of seizures etc. Due credit is given to the staff employed on investigation and/or prosecution resulting in conviction of persons involved other than the carriers of contraband goods. Heads of Departments have been delegated powers to sanction rewards to informers up to Rs.20 Lakhs and to government servants up to Rs.10,000. Cases of grant of reward to government servants in excess of Rs.10,000 are examined and approved by a Committee consisting of officers at different levels.

Criticism

66.156 There is strong criticism of the rewards scheme from all quarters. First, it is said that seizure of contraband goods is the main duty of the department and rewards cannot be given for routine performance of one's duty. Secondly, it is argued that if rewards for such duties are justified in the case of Customs and

Excise, the same system should obtain in all other departments where something illegal or contraband is seized by a department. Thirdly, the logical corollary is there to give a reward to any government employee for doing his job whatever it is Fourthly, the amounts of reward being substantial, there are allegations of malfeasance and corruption against senior officers who sanction the hefty amounts Fifthly, people have started saying that there is a cozy arrangement between the staff and the smugglers. If the goods are not apprehended, the staff gets a reward from the smugglers and if they are apprehended, they get a reward from the Government.

Our recommendations

66.157 All this criticism brings a bad name to the Government. **Instead of such rewards schemes proliferating in Government by analogy, it is best to nip the evil in the bud and to abolish the rewards scheme in Customs and Excise Department. We recommend accordingly.**

CENTRAL REVENUE CONTROL LABORATORIES

General Introduction

66.158 The Central Revenue Control Laboratories (CRCL) work on the analysis of samples of numerous varieties of materials for their identity, composition and purity for classifying goods represented by samples under appropriate items in various tariff rules. They also undertake analysis of drugs and substances for administration of the Narcotic Drugs and Psychotropic assessment for formulation of policy decisions and instructions to field officers on the technical aspects of tariff items. Analysis and advice functions cover a variety of items ranging from narcotic drugs, petroleum products, gold, silver, modern instrumentations, medicinal to toilet preparations, opium alkaloids.

Organisation and Establishment

66.159 The CRCL is an organisation of 15 Chemical Laboratories and 2 opium and alkaloid works spread over the 4 metropolitan cities and Cochin, Vadodara, Kandla, Goa, Vizag, Barauni, Digboi, Ghazipur and Neemuch, under the Central Board of Excise and Customs, Department of Revenue, Ministry of Finance. It is headed by a Chief Chemist in the scale of pay of Rs.5900-6700 and comprises 665 officers and staff - 24 in Group 'D', 473 in Group 'C', 92 in Group 'B' and 76 in Group 'A'. Scientific posts in the Laboratories from the top of Group 'A' to the grade of Chemical Assistant in Group 'C' form part of the Central Revenue Chemical Service.

Demands in memoranda

66.160 The organisation is facing problems in attracting and retaining personnel at the entry levels, the lowest being Chemical Asstt. Grade II filled entirely by direct recruitment with M.Sc. (Chemistry) as minimum qualifications. The Central Revenue Chemical service Association has demanded parity with the Customs Officers by creating a Directorate of Revenue Laboratories headed by the Chief Chemist, who could be redesignated as Director General Upgradation has also been sought for Group A posts of the Laboratories, alongwith merger of Chemical Assistants I & II, upgrading Assistant Chemical Examiner from Group 'B' to Group A, redesignating Laboratory Attendants as Laboratory Assistants and placing 50% of them in the higher grade, and merger of UDC (Stores) with Laboratory Clerks, besides general redesignation of posts.

Our recommendations Directorate of Revenue Laboratories

66.161 With a view to having better administrative and financial control, it has been demanded to have a separate Directorate of Revenue Laboratories like other Directorates viz. Directorate of Publication, Directorate of Q&M Services etc. under Central Board of Excise & Customs. The Laboratory expenditure is presently included in the budget head of "Office Expenses" of the Customs and Central Excise Collectorates to which the laboratories are attached. The expenditure on maintenance and upkeep of the laboratories has gone up with the development of technologies for testing of materials. In the Report of the Committee on upgradation and modernisation of Revenue Laboratories, of August 1994, creation of Directorate of Revenue Laboratories has been recommended. **We recommend that the Laboratories should be brought directly under the Central Board of Excise & Customs instead of being attached to the Collectorates.** A separate budget head should be provided instead of including the lab. expenditure under "Office Expenses". **We, however, do not recommend a separate Directorate of Revenue Laboratories.**

Chief Chemist

66.162 There was only one post of Special Adviser/ Chief Chemist, Central Revenues in 1938 when there were only 4 laboratories, according to the Association. Now there are 17 laboratories. The duties and responsibilities of Chief Chemist, Central Revenues have increased manifold. We note that the total staff strength of the laboratories is only 665. Even though the responsibilities may have increased in comparison with the position of 1938, as mentioned in the memorandum. Organisations of comparable size and reach like the Directorate of Marketing & Inspection (DMI), Fishery Survey of India (FSI) and Plant Protection Quarantine & Storage (PPQ&S) are being headed by officers in the grade of Rs.5100-6150. Central Government Hospitals having much larger staff, work and responsibility are headed by officers in the grade of Rs. 5900-6700. **We, therefore, do not recommend upgradation of the scale of Chief Chemist. Like heads of other labs in Directorate of Marketing & Inspection (DMI) & Plant Protection Quarantine & Storage (PPQ&S) etc., the Chief Chemist may be designated as Director of Revenue Laboratories.**

Assistant Chemical Examiner

66.163 Prior to 1966, the posts of Assistant Chemical Examiner (Rs.2000-3500) are stated to have been Group A posts. The Third and Fourth CPCs have not commented on the posts. These 91 posts are filled 33-1/3% by direct recruitment and 66-2/3% by promotion. We also find that 30% of the posts of Chemical Examiner Grade II (Rs.2200-4000) and 25% of the posts of Chemical Examiner Grade I are filled by direct recruitment. Since Assistant Chemical Examiner is a feeder post for the post of Chemical Examiner Grade II, its upgradation is not recommended. **We also recommend stopping direct recruitment in the Senior Time Scale. This will open up the promotion opportunities to those recruited directly to the scale of Rs. 2200-4000.**

Merger of Chemical Assistants

66.164 Merger of pay scales of Chemical Assistant Grade I (Rs.1640-2900) and Chemical Assistant Grade II (Rs.1400-2300) in the CRCL has been sought as it takes 10 years to get promoted, and that too not resulting in much increase in remuneration. The nature of duties and work of Chemical Assistant Grade I and Grade II are stated to be almost similar. Both are Group C posts and are directly supervised by the Asstt. Chemical Examiner (Group B). We observe that the minimum educational qualification for Chemical Assistant, Grade II, i.e. entry level in Group 'C' is Master's Degree in Chemistry. We are not in favour of merger of promotion and feeder posts. Keeping in mind the

qualifications and duties attached to them, we recommend that the pay scale of Chemical Assistant Grade II should be upgraded to Rs. 1600- 2660, post graduation in Chemistry being the essential qualification for direct recruitment (Total 106 posts). The posts of Grade I (total 125) are promotion post and should be retained in the same Grade, i.e. Rs. 1640-2900. This will also be the first ACP scale. . In order to provide better promotion avenues to these postgraduates, the posts at the level of Assistant Chemical Examiner (Rs. 2000-3500) should be filled up 100% by promotion. This will also be the second ACP scale.

Laboratory Staff

66.165 There are 193 posts of Laboratory Attenders with qualifications of Matric + Science in the scale of Rs. 950-1400 which will feeder to 17 posts of Lab. Clerks in the scale of Rs. 975-1540. The administrative Ministry has suggested merger of Lab. Clerk with UDC (Stores) and redesignation of Lab. Attenders as Lab. Assistants as well as upgrading 50% of them to the scale of Rs. 1200-2040. Fourth CPC had merged the then Lab.Attenders with their selection grade placing all in the scale of Rs.950-1400. The general proposals for Laboratory Staff contain a three level structure for Lab. Attenders (Rs.750-940), Lab. Asstts. (Rs. 950- 1500) and Lab. Technicians (Rs. 1600-2660). Since the first and third levels do not exist in the Central Revenue Control Laboratory, we recommend the following structure for this category:

a) **Lab. Attenders may be redesignated as Lab. Assistant III (Rs. 950-1500) as they possess requisite qualifications and pay scales. Entry at this level by promotion should be restricted to 10% as there are only 24 posts of Group 'D'. Promotees to this grade must possess qualifications of direct recruits. 90% Direct Recruitment is recommended for the proposed level of Lab. Assistants III;**

b) **93 of the 193 posts at the proposed level of Lab. Assistant III should be placed at the level of Lab. Assistant II (Rs. 1320-2040), to be filled entirely by promotion;**

c) **UDC (Stores) should be merged with other UDCs and Lab. Clerks with LDCs; and**

d) **The proposals on ACP will take care of career progression requirements.**

Standardising designations

66.166 In keeping with our general recommendations on standard designations for scientific services and staff, **we recommend the following designations in the Central Revenue Control Laboratories:**

Existing Nomenclature	Proposed Pay Scale (Rs.)	Proposed Designation
Chief Chemist	5900-6700	Director (Revenue Laboratories)
Dy. Chief Chemist (SG)	4500-5700	Joint Director (Selection Grade)

Existing Nomenclature	Proposed Pay Scale (Rs.)	Proposed Designation
Dy Chief Chemist (OG)	3700-5000	Joint Director
Chemical Examiner Gr.I	3000-4500	Chemical Examiner Grade I
Chemical Examiner Gr.II	2200-4000	Chemical Examiner Grade II
Assistant Chemical Examiner	2000-3500	Assistant Chemical Examiner
Chemical Assistant Gr.I	1640-2900	Chemical Assistant Grade I
Chemical Assistant Gr.II	1600-2660	Chemical Assistant Grade II

ENFORCEMENT DIRECTORATE

Organisation and Functions

66.167 The Enforcement Directorate, with its headquarters at New Delhi and headed by a Director, is responsible for enforcing the provisions of the Foreign Exchange Regulations Act (FERA), 1973, and the Conservation of Foreign Exchange and Prevention of Smuggling Activities Act (COFEPOSA), 1974. Its functions include collection of intelligence on foreign exchange offences, enquiries into suspected violations of the provision of the Act, adjudication of such offences or prosecution of the offenders in appropriate cases. The Directorate has powers to search premises and persons in the discharge of these functions and to seize, in the course of such searches, documents and materials relevant for investigation as well as Indian and foreign currencies. It also recommends detention under the COFEPOSA.

66.168 The Directorate has five zonal offices at Calcutta, Chennai, Jalandhar, New Delhi and Mumbai, as well as a special unit at Calcutta, each under a Deputy Director. Besides, there are seven sub-zonal offices headed by Assistant Directors and five field units under Chief Enforcement Officers. Group-wise details of the sanctioned posts in the Directorate are as follows:

'A'	'B'	'C'	'D'	Total
54	157	424	166	801

Restructuring of cadres and scales of pay

66.169 The present cadre structure of the Directorate is depicted in the following table:

Designation	Scale of Pay (Rs.)	Number of Posts
Director	5900-6700	01
Special Director	5100-5700	03
Addtional Director	4100-5300	01
Deputy Director	3700-5000	09
Assistant Director	3000-4500	34
Chief Enfo.Officer	2000-3500	44
Enforcement Officer	2000-3200	104
Asstt.Enfo.Officer	1640-2900	144

66.170 Whereas the post of Director is filled by transfer on deputation of officers from the All India and organised Group 'A' Central Services, the remaining posts are filled partly by promotion of personnel holding lower posts and partly by transfer on deputation of officers from the Indian Police and Revenue Services and from the Department of Customs and Central Excise, based on varying percentages. Pointing out that the duties and responsibilities of personnel in the Directorate and in the Department of Customs and Central Excise, method of recruitment, hazards involved, etc. are comparable, scales of pay higher than the present ones have been generally demanded for all the posts. It has also been urged that certain disparities presently existing between the scales of pay of posts in the Directorate and the Department of Customs and Central Excise should be removed.

66.171 We find that the pay scales of posts in the Directorate and the Central Board of Excise and Customs are by and large, identical, with the exception of the scales of pay of the post of Special Director and Additional Director, which do not conform to the standard scales of pay in force in organised Group 'A' Services. It has been suggested by the Department of Revenue that these two posts should be merged in a single scale corresponding to the scale of pay of Rs.4500-5700, so as to ensure parity with Additional Commissioners of Customs and Central Excise. This view was endorsed by the Revenue Secretary in the course of his evidence before us; he further suggested the merger of the posts of Enforcement Officer and Chief enforcement Officer. Considering the sensitive nature of work performed by the Directorate and in order to forestall development of vested interests, he was of the view that the Directorate should be reorganised so as to be entirely officer-oriented, all posts being filled only by transfer of personnel on deputation from different organised Services and departments. We have also been informed of a comprehensive legislation that is being contemplated by the Department to replace the Foreign Exchange Regulation Act and to prevent money laundering.

Our recommendations

66.172 After careful consideration of various demands and the views of the Department of Revenue, **we recommend the following:**

(a) The posts of Special Director and Additional Director may be placed respectively in the replacement scales of pay corresponding to the scale of pay of Rs.5100-6150 and Rs.4500-5700.

(b) Based on our general recommendations on rationalisation of the pay structure which envisage, inter alia, the merger of the scales of pay

of Rs.2000-3200 and Rs.2000-3500, the 104 posts of Enforcement Officer may be placed in the replacement scale corresponding to Rs.2000-3500. Consequently, the 44 posts of Chief Enforcement Officer, presently in the scale of pay of Rs.2000-3500, would be placed in the replacement scale corresponding to the scale of pay of Rs.2500-4000 recommended by us for certain posts in Group 'B'.

(c) Considering the sensitive nature of the functions of the Directorate, the suggestion that preference ought to be given to its post being filled by transfer of personnel on deputation has considerable merit. It would be necessary, at the same time, to ensure the availability of core staff within the organisation itself in order to maintain continuity. The career advancement aspirations of the existing directly recruited personnel will also have to be kept in view. **It may not, therefore, be feasible, or even desirable, to fill all the posts in the Directorate only by deputationists and a proper balance may have to be struck.** One-third of the posts of Special Director and Assistant Director may, therefore, be filled by promotion and the remaining two-third by transfer on deputation. The recruitment rules relating to the post of Assistant Enforcement Officer may also be amended to provide for 55 percent of the posts being filled by transfer on deputation, 25 per cent of the posts by transfer and remaining 20 per cent of the posts by direct recruitment.

Lady Searchers

66.173 There are four posts of Lady Searchers in the Directorate in the scale of pay of Rs.1200-1800. The minimum qualification prescribed for appointment to the post is a Higher Secondary School Leaving Certificate. It has been suggested by the Department that the incumbents, who have no promotion avenues, may be absorbed against the posts of Assistant Enforcement Officers on their qualifying in a departmental examination. **Following the rationalisation of scales of pay separately recommended by us, Lady Searchers would be placed in the replacement scale corresponding to the scale of pay of Rs.1320-2040, which would also be applicable to Upper Division Clerks, who are presently eligible for promotion as Assistant Enforcement Officers. We recommend, therefore, that these post may be included in the feeder category for promotion to posts of Assistant Enforcement Officers along with the Upper Division Clerks. The promotion of the incumbents would be subject to their qualifying in the departmental examination as proposed by the Department. Such of those Lady Searchers who fail to qualify would be entitled, in the normal course, to the financial benefits in terms of the Assured Career Progression Scheme in the two higher scales of pay corresponding to Rs.1400-2300 and Rs.1600-2660 on completion of the prescribed period of residency.**

NARCOTICS CONTROL BUREAU

Organisation and functions

66.174 The Narcotics Control Bureau, with its headquarters at New Delhi, is the statutory national authority for collection of intelligence relating to enforcement and prosecution of drug trafficking offences. The Bureau is charged, inter alia, with the responsibility of co-ordinating all matters pertaining to drug trafficking and abuse both at the national level with the state governments.

enforcement agencies and non-governmental organisations and at the international level with agencies responsible for enforcement of drug laws, foreign missions and United Nations agencies. The officers of the Bureau are also vested with powers of enforcement under the Narcotics Drugs and Psychotropic Substances Act, 1985, and the Prevention of Illicit Traffic in Narcotics Drugs and Psychotropic Substances Act 1985. The Bureau has six zonal units at Calcutta, Chennai, Jhodhpur, Mumbai, New Delhi and Varanasi and a regional unit at Imphal.

66.175 Group-wise details of the sanctioned posts in the Bureau are as follows:-

'A'	'B'	'C'	'D'	Total
33	118	150	99	400

Director General

66.176 The Bureau is headed by a Director general in the scale of pay of Rs. 7300-7600. It has been suggested that he should be equated with the Director of the Central Bureau of Investigation and be entitled to a fixed pay of Rs. 8,000 per month, on the ground that the post is no less important because he has to directly interact with highly placed functionaries of international agencies and diplomatic missions. In our view, the comparison with the Central Bureau of Investigation is not quite appropriate. **Any upward revision of the scale of pay of the Director General will also disturb existing relativities. We, therefore, recommend only the corresponding replacement scale.**

Creation of additional posts

66.177 Besides, in order to facilitate smooth coordination with the state governments and sharing of responsibilities entrusted to the Director General, the creation of a post of Additional Director General or, as an alternative, upgradation of the scale of pay of one of the two posts of Deputy Directors General from Rs.5900-6700 to Rs. 7300-7600 has also been suggested by the Bureau. **Upward revision of the scale of pay of the Director General not having been accepted by us, creation of the post of Additional Director General or upgradation of one of the posts of Deputy Directors General in an identical scale of pay would not obviously be desirable. Considering the size of the Bureau, the present structure is adequate.**

Deputy Legal Adviser

66.178 It has been urged that the post of Deputy Legal Adviser in the scale of pay of Rs.3700-5000 should be upgraded to that of Legal Adviser and placed in the scale of pay of Rs.4100-5300. This has been justified on the ground that the responsibilities of the Law Officers in the Bureau are very important because the Bureau is required to prosecute offenders in special courts of the level of Sessions Courts. **We do not, however, find adequate justification for the proposed upgradation. We recommend that instead of operating such isolated posts within the Bureau, the posts of Deputy Legal Adviser should be encadered in the Indian Legal Service. This would provide adequate career advancement for the incumbents.**

Intelligence Officers and Superintendents

66.179 There are 94 posts of Intelligence Officers in the scale of pay of Rs.2000-3200 and 10 posts of Superintendents in the scale of pay of Rs.2000-3500. The latter posts are filled by promotion of Intelligence Officers with two years' service. While 70 per cent of the posts of Intelligence Officers are filled by direct recruitment, 10 per cent of the posts are filled by promotion of

Senior Technical Assistants, Deputy Office Superintendents, Grade II and Stenographers and the remaining 20 per cent by transfer on deputation. Generally, Inspectors in the scale of pay of Rs. 1640-2900 with eight years' service in other organisations are appointed on deputation to the post. Having regard to the nature of duties and reluctance of officers from other organisations to be deputed to the Bureau, the Department of Revenue has suggested that the scale of the post of Intelligence Officer may be revised to Rs.2000-3500.

66.180 **As a result of the rationalisation of scales of pay suggested by us elsewhere in the report, Intelligence Officers would be placed in the replacement scale corresponding to the scale of pay of Rs.2000-3500. In view of the fact that their scale of pay would consequently be identical to that of the Superintendents, which would be anomalous, we further recommend that these posts may be placed in the replacement scale corresponding to the scale of pay of Rs.2500-4000. The special pay presently admissible to the Superintendents shall consequently be withdrawn.**

Recruitment strategy

66.181 **Considering the sensitive nature of the functions of the Bureau, we would recommend the continuance of the present strategy of filling most of the senior and middle level posts in the Bureau by transfer of personnel on deputation.** In terms, however, of the recruitment rules finalised only recently, as many as 70 per cent of the posts of Intelligence Officers are proposed to be filled by direct recruitment. We realise that it would be necessary to ensure the availability of core staff within the organisation itself in order to maintain continuity. We, however, apprehend that the intake of deputationists may have to be reduced in due course of time so as to provide adequate avenues of promotion for the directly recruited Intelligence Officers, which may not be very desirable. We would, therefore, suggest that the desirability of reducing the direct recruitment to these posts to the more reasonable level of 50 per cent without, of course, compromising on the functional requirement may be considered by Government.

Telecommunication staff

66.182 The Bureau also has a separate telecommunication wing comprising 11 posts of Operator (Telecommunication) in the scale of pay of Rs.1320-2040, 9 posts of Radio Technician in the scale of Rs.1400-2300, 4 posts of Technical Assistant (Communication) in the scale of Rs.1400-2600 and one post of Senior Technical Assistant in the scale of Rs.1640-2900. **Based on our recommendations in regard to rationalisation of scales of pay and those relating to the telecommunication Wing of the Customs and Central Excise Department, the wing in the Bureau may be restructured and placed in the replacement scales corresponding to the revised scales of pay as indicated below:-**

Designation	Scale of Pay Rs	No.of Posts
Senior Technical Assistant	1640-2900	01
Technical Assistant (Communication)	1600-2660	04

Operator (Telecommunication)	1400-2300	20**

** The 11 existing posts of Operator (Telecommunication) and 9 posts of Radio Technician to be merged in a single category.

Ministerial Staff

66.183 Provision of adequate promotion avenues has been demanded for the ministerial staff in the Bureau. We, however, find that the posts in different categories of Lower Division Clerk (26), Upper Division Clerk (17), Deputy Office Superintendent Grade II (6), Assistant (10), Section Officer (2) and Desk Officer (2) are sufficient to ensure adequate advancement to the employees. Besides, the Assured Career Progression Scheme recommended by us would also provide financial benefits within a specified time frame. In conformity with our recommendations relating to the ministerial staff in non-secretariat organisations, the posts of Deputy Office Superintendent, Grade II, and Assistant may be merged and placed in the replacement scale corresponding to the scale of pay of Rs.1600-2660, all future recruitment and promotions being made only in this scale. In so far as the present incumbents of the posts of Assistant in the scale of pay of Rs.1640-2900 are concerned, those on deputation may be reverted to their respective parent departments, while those promoted from posts of Upper Division Clerks may be placed only in the replacement scale now recommended with protection of the emoluments presently drawn by them. **The replacement scale corresponding to the scale of pay of Rs.2500-4000 recommended by us for Desk Officer may be extended to the Desk Officers in the Bureau and the Special pay presently admissible simultaneously withdrawn.**

Stenographic Cadre

66.184 We have separately recommended that Grade II Stenographers, Senior Personal Assistants and Private Secretaries in the non secretariat organisations presently in the scales of pay of Rs.1400-2600, Rs.2000-3200 and Rs.2000-3500 respectively may be placed in the replacement scales corresponding to the scales of pay of Rs.1600-2660 and Rs.2000-3500 respectively. **These recommendations will apply to the Stenographic cadre in the Bureau as well.**

Sepoys

66.185 There are 72 posts of Sepoys in the scale of pay of Rs.775-1025 in the Bureau. The Director General of the Bureau has submitted before us that, apart from providing channels of promotion to posts of Havildar, Assistant Sub-Inspector, etc. as are available in the Central Police Organisations, the scale of pay of Sepoys should also be revised to Rs.825-1200 in the case of non-matriculates and to Rs.950-1400 for matriculates. This has been sought to be justified on the ground that their duties in the Bureau are no less arduous and hazardous than in the paramilitary forces. We, however, find that 9 posts of Sepoys have been upgraded to those of Havildar in the scale of pay of Rs.800-1150 by the Bureau themselves to provide some promotion avenues. As regards the scale of pay, Sepoys in the Bureau have been appointed by upgrading Group 'D' posts of Peons. Their qualifications are also lower than those prescribed in the Central Police Organisations. Even functionally, the comparison is not valid and appropriate. **The post of Sepoy and Havildar may, therefore, be organised in the 3-tier structure recommended by us for the common category of Group 'D' personnel.**

Other facilities and perquisites

66.186 In the absence of adequate justification, we are unable to recommend, as demanded, special pay equal to 25% of their basic pay and provision of rent free accommodation to the employees of the Bureau. Further,

having regard to the nature of their duties, which require them to remain largely incognito in the field, and in the absence of any specific requirement, the provision of uniform would also not appear to be justified.

66.187 On the ground that the role of the Bureau and its activities are in no way inferior to those of the Central Bureau of Investigation, it has been submitted that its personnel ought to be entitled to the perquisites and facilities extended to latter, such as payment of cash compensation equal to an additional month's emoluments, ration money, holiday allowance etc. As mentioned earlier, the comparison with the Central Bureau of Investigation is not appropriate. Functionally, the Bureau does not operate in the same manner as the Central Bureau of Investigation, Delhi Police etc. The concessions and the facilities referred to having been introduced in those organisations on specific functional consideration, which are not applicable in the case of Narcotics Control Bureau, we are unable to recommend their extension to its personnel.

CHIEF CONTROLLER OF FACTORIES

Organisation and functions

66.188 The Office of the Chief Controller of Factories, a subordinate office of the Department of Revenue, controls two factories located at Gazipur in Uttar Pradesh and Neemuch in Madhya Pradesh. These factories are involved in the processing of raw Indian opium received from the fields for export and as well as for conversion into alkaloids of pharmacopoeia grade to meet the demand of the domestic pharmaceutical industry. The opium unit is essentially labour-intensive, whereas the alkaloid works require technical expertise and extensive use of equipments and related facilities. Samples of various alkaloids are tested in the laboratories under the Chief Controller of Factories.

66.189 Group-wise details of the sanctioned posts in the Chief Controller of Factories Organisation are as follows:

'A'	'B'	'C'	'D'	Total
49	49	442	860	1,400

Conversion to a corporate entity

66.190 These two factories are essentially involved in manufacturing and commercial activities. We are, therefore, unable to appreciate the rationale for their being managed departmentally. In our view, these activities are best transferred from the government to the public sector. **We recommend that instead of their continuing to function as units of a government department, they should be converted into a single corporate entity to be managed on sound commercial principles, the powers of the administrative ministry being vested in a Board of Directors. Necessary action in this regard should be initiated in a time-bound manner.**

Scales of pay of Workmen

66.191 Workers of the Neemuch Factory have represented that their scale of pay should be upgraded from Rs.750-940 to Rs.950-1500 applicable to Technician, Grade II, the scale of pay of this post as well as that of Technician, Grade I, being correspondingly upgraded from Rs 950-1500 and Rs.1320-2040

respectively to Rs.1320-2040 and Rs.1400-2300 (presently applicable to the post of Junior Scientific Assistant) respectively. **The demand, which envisages upgradation of the scales of pay of a number of posts, is not supported by any justification and cannot, therefore, be accepted**. Pending conversion of the factories into a public enterprise, the workmen may, however, be provided the three-grade structure recommended by us separately for employees presently in Group 'D' Eligible workers may also be considered for promotion as Technicians. Grade II, in accordance with the recruitment rules.

Promotion prospects

66.192 As regards the demand that promotions on a time-bound basis should be provided for the workers and technicians in the factories, introduction of the Assured Career Progression Scheme recommended by us would ensure certain financial benefits on completion of the period of residency prescribed for the purpose. **We consider this to be adequate.**

Hazard Allowance

66.193 Hazard Allowance of Rs.20 per month and Rs.40 per month is presently admissible to the workers and technicians respectively as compensation for having to manufacture alkaloids in an unhealthy and hazardous environment. **We recommend that the allowance may be enhanced to Rs.40 per month for the workers and Rs.80 per month for the technicians.**

Insurance Scheme

66.194 We have also considered the demand of the workers for the introduction of a special insurance scheme providing cover ranging from Rs.1.5 lakhs to Rs.2.5 lakhs for the workers and different categories of technicians to be financed by the government. Apart from the Central Government Employees Group insurance Scheme, we have also separately recommended a general scheme for ex gratia payment to employees dying or disabled in harness. **Any additional scheme specific to the employees of the two factories is, therefore, not considered necessary.**

CENTRAL BUREAU OF NARCOTICS

Organisation and functions

66.195 The Central Bureau of Narcotics, with its headquarters at Gwalior and headed by the Narcotics Commissioner to the Government of India, is a subordinate office of the Central Board of Excise and Customs. It is the central agency charged, under the Narcotic Drugs and Psychotropic Substances Act, 1985, with the statutory responsibility of superintendence over the cultivation of opium in the country, and its collection and export. The Bureau has three Unit Offices in each of the poppy cultivating States headed by Deputy Narcotics Commissioners. The field units under these three officers are the divisions placed under District Opium Officers. The charge of the District Opium Officer is so formed that with the assistance of the field and preventive staff, he can effectively exercise control over poppy cultivation, right from the time the seeds are sown till opium is finally delivered by the cultivators and despatched to the Government Opium and Alkaloid Factories at Gazipur and Neemuch under the Chief Controller of Factories.

66.196 Group-wise details of the sanctioned posts in the Bureau are as follows:

'A'	'B'	'C'	'D'	Total
7	34	500	18	559

Scale of pay of Inspectors

66.197 There are 170 posts of Inspector (Narcotics)presently in the scale of pay of Rs. 1400-2300 in the Bureau. The All India Narcotics Inspectors Association have represented that the criteria prescribed for recruitment to this post in the Bureau and to the post of Inspector of Central Excise in the scale of pay of Rs.1640-2900 being similar and the duties and responsibilities also being comparable, parity should be ensured in the scale of pay of the two posts. No doubt, Inspectors in the Bureau and those in the Central Excise Deparatment are recruited through a common competitive examination conducted by the Staff Selection Commission based on similar educational qualifications. We have also been informed by the Department of Revenue that the duties of these two posts are comparable. However, whereas 75 per cent of the sanctioned posts of Inspectors of Central Excise are filled by direct recruitment of graduates through the Staff Selection Commission, only one-third of the posts of Inspectors (Narcotics) are similarly filled, the remaining two-thirds of the posts being reserved for promotion of Sub-Inspectors, who are only matriculates, and Upper Division Clerks and Stenographers. **In the circumstances, we are not inclined to concede the demand for total parity in the scale of the posts of Inspectors (Narcotics) and Inspectors of Central Excise. Having, however, due regard to the duties and responsibilities of the incumbents of the former post, we recommend that the post of Inspectors (Narcotics) may be placed in the replacement scale corresponding to the scale of pay of Rs.1600-2660.**

Scale of pay of Sub-Inspectors

66.198 As mentioned earlier, two-thirds of the posts of Inspector(Narcotics) are filled by promotion of Sub-Inspectors and Upper Division Clerks and Stenographers. Whereas the Sub-Inspectors are presently in the scale of pay of Rs.1200-1800 and all the posts are filled by direct recruitment, the posts of Upper Division Clerks and Stenographers are in a higher scale of pay of Rs.1200-2040. Drawing attention to this somewhat anomalous situation of the feeder posts being in two different scales of pay, parity in the pay scales has been urged. This has also been supported by the department. **In the light of what has been stated, we recommend that the posts of Sub-Inspector may be placed in the replacement scale of pay corresponding to Rs.1320-2040. Simultaneously, the recruitment rules should also be amended to ensure that only graduates are henceforth recruited to the post.**

Assistant Sub-Inspector (Dog Handler)

66.199 There are six isolated posts of Assistant Sub-Inspector (Dog Handler) in the Bureau in the scale of pay of Rs.950-1500. The recruitment rules for appointment to the post not having been finalised as yet, **we recommend that these posts may be filled by promotion of Group 'D' personnel having an aptitude for handling animals, the selection being made through an appropriate departmental test. The post may also be placed in the scale of pay corresponding to the fourth tier of the pay structure which we have recommended separately for the auxiliary staff, but may be filled only on functional basis, subject to availability of vacancies.**

Redesignation of Ministerial posts

66.200 It has been urged that ministerial posts (Lower and Upper Division Clerks)in the Bureau should be redesignated as Assistant Sub-Inspector (Administration) as has been done in the Central Police Organisations. Whereas

even the ministerial personnel in the Central Police Organisations are uniformed and combatised, and the nature of their duties would justify the designation of Assistant Sub-Inspector, Inspector, etc., the duties and responsibilities of the Lower and Upper Division Clerks in the Bureau are similar to those of their counterparts in other civil departments. **We do not, therefore, find adequate justification for the proposed redesignation of these posts.**

Special pay for Upper Division Clerks

66.201 As in other subordinate offices, incumbents of 10 per cent of the 80 posts of Upper Division Clerk in the Bureau are entitled to a special pay of Rs 70 per month for performing complex items of work. It has been represented that the quantum of special pay should be enhanced to Rs.200 per month We have, however, separately recommended the abolition of this special pay to a specified number of posts of Upper Division Clerk in the subordinate offices and the placement of the posts, instead, in a higher scale of pay corresponding to Rs.1600-2660. In conformity with this recommendation, **the 8 posts of Upper Division Clerk in the Bureau presently entitled to the special pay, along with the 12 posts of Deputy Office Superintendent, Level II, in the scale of pay of Rs.1400-2300, may be redesignated as those of Assistant and placed in the replacement scale corresponding to Rs.1600-2660. Following these changes, the 4 posts of Deputy Office Superintendent, Level I, presently in the scale of pay of Rs.1600-2660, may also be redesignated as Office Superintendent and placed in the replacement scale of pay corresponding to Rs.1640-2900. The post of Administrative Officer in the scale of pay of Rs.2000-3500 will, however, be placed only in the corresponding replacement scale of pay, but redesignated as Administrative Officer Grade III.**

INCOME TAX SETTLEMENT COMMISSION

Organisation and functions

66.202 The Income Tax Settlement Commission has been constituted as a statutory body under the provisions of the Income Tax Act, 1961 and the Wealth Tax Act, 1957 for the expeditious settlement of disputed Income and Wealth Tax assessments. The Commission has a Principal Bench at New Delhi, presided over by a Chairman and two Members and three Additional Benches, one each at Mumbai, Calcutta and Chennai, presided over by a Vice-Chairman and two Members. The Chairman of the Commission is in receipt of a fixed pay of Rs.8,000 per month and the members are placed in the scale of Rs.7300-8000 The scale of pay applicable to the Vice-Chairman is also Rs.7300-8000, but they are entitled to draw a minimum pay of Rs.7,600 per month in this scale.

66.203 Group-wise details of the sanctioned posts in the Commission are as follows:-

'A'	'B'	'C'	'D'	Total
52	312	418	116	898

Continuance of Commission

66.204 In the course of evidence tendered before us, the Revenue Secretary informed that the Commission's functioning is being reviewed by a committee. **While the recommendations of the committee would need to be**

expedited, we feel that the Commission has been serving a useful purpose and its effective and efficient functioning should be ensured.

Scales of pay

66.205 We have carefully considered the submission that the scales of pay of the Chairman, Vice-Chairmen and Members should be improved, so as to match the status of the Commission. **We are generally not in favour of extending the pattern of pay scales followed in the Principal Bench of the Central Administrative Tribunal. We are, however, advocating a roughly similar treatment to Tribunals other than the CAT. As such, we do not accept the demand for upgradation of the pay of the Chairman. With regard to the post of Vice-Chairman, we recommend as a measure of rationalisation, that the post may be placed in the replacement scale corresponding to the scale of pay of Rs.7600-8000. This will distinguish them from the Members, who are also presently in the identical scale of pay of Rs.7300-8000.**

Tenure of Appointment

66.206 Members of the Commission are presently appointed for a period of three years or till they attain the age of 60 years, whichever is earlier. Their tenure is, however, extended up to 62 years if they are appointed in the meantime as Vice-Chairman or Chairman. It has been brought to our notice that this tenure is too short and that none of the past Chairmen or Members has held office for more than two years or so. It has, therefore, been urged that the tenure of the Chairman and Members may be five years or till they attain the age of 62 years. **We are of the view that instead of prescribing a fixed tenure as well as an upper age of limit, it would be more appropriate if the Chairman, Vice-Chairmen and Members hold office uniformly till they attain the age of 62 years. This will also ensure parity with the Income Tax Appellate Tribunal and the Central Administrative Tribunal. We recommend accordingly.**

Eligibility to pension

66.207 Drawing an analogy from the Central Administrative Tribunal, it has been urged that the Chairman, Vice-Chairman and Members of the Commission should also be eligible for an additional monthly pension on their rendering service of two years or more. **Considering the fact that departmental officers are generally appointed in the Commission on approaching the age of superannuation and that the appointment itself would facilitate their being retained in service beyond their normal age of superannuation, we do not find any merit in this demand. They should, however, be entitled to the benefit of Contributory Provident Fund for the period of service rendered in the Commission.**

CUSTOMS, EXCISE AND GOLD (CONTROL) APPELLATE TRIBUNAL

Organisation and functions

66.208 The Customs, Excise and (Gold) Control Tribunal derives its powers from the Customs Act, 1962 and the Central Excise and Salt Act, 1944. It functions, for the most part, as the second appellate authority hearing appeals against orders passed by the Appellate Commissioners of Customs and Central Excise under the Customs and the Central Excise and Salt Acts and the Gold (Control) Act, 1968. It also pronounces upon the correctness or otherwise of circulars and instructions issued by the Central Board of Excise and Customs. In cases where valuation and classification of goods for levy of Customs and Central Excise duties are not involved, the Tribunal is the last forum of appeal and

reference to the High Courts can be made only on the questions of law that may arise in its decisions In other cases, any appeal against its orders lies only to the Supreme Court The Tribunal is presided over by a President, and has a Senior Vice-President, two Vice-Presidents and Technical and Judicial Members and functions through four Special Benches, all located at New Delhi, and four Regional Benches at Calcutta, Chennai, Mumbai and New Delhi

66.209 Group-wise details of the sanctioned posts in the Tribunal are as follows:-

'A'	'B'	'C'	'D'	Total
52	312	418	116	898

Status and Scales of pay of Presiding Officers

66.210 The President and Senior Vice-President of the Tribunal are in receipt of a fixed pay of Rs.8,000 per month, and the Vice-Presidents of a fixed pay of Rs.7,600 per month. The Members, on the other hand, are placed in the scale of Rs.7300-7600. The President of the Tribunal has brought to our notice that the present scales of pay are not appropriate having regard to the status, dignity and the public perception of its role. Apart from suggesting that the status and scales of pay of the Members and Vice-Presidents of the Tribunal should be higher than those of the Chairman of the Central Board of Excise and Customs and even the Revenue Secretary, it has been urged that the President should be equated with Chief Justices of High Courts and the Senior Vice-President with a puisne judge of the High Court as in the case of Vice-Chairman of the Central Administrative Tribunal. This has been justified on the ground that the Tribunal is an appellate authority above the Central Board of Excise and Customs and that the present scales of pay are not considered attractive enough by members of the Indian Revenue Service (who are appointed as Technical Members) and of the Bar (who are appointed as Judicial Members), as a result of which the Tribunal has not been in a position to realise its full potential.

66.211 The Department of Revenue is, however, of the view that the pay structure in the Tribunal ought to be lower than that of the Members of the Central Board of Excise and Customs and that no special dispensation would be warranted. According to them, suitable scales of pay have been prescribed for the Presiding Officers by the Empowered Committee. We have carefully considered these submissions. We have also been informed that Commissioners of Customs and Excise who join the Tribunal as Technical Members elect to revert to the department on their becoming due for promotion as Chief Commissioners because of the additional perquisites and privileges that go with these posts. **While we are of the view that the pay of the President and Senior Vice-President is appropriate and that parity with judiciary is not justified, we however, recommend, as a measure of rationalisation, that the posts of Members and Vice-Presidents of the Tribunal may be placed in the replacement scales corresponding to the scales of pay of Rs.7300-8000 and Rs.7600-8000 respectively. Further, departmental officers, on appointment in the Commission, should sever their ties with the parent department and the practice of their reverting to the department after a spell in the Commission should be discontinued**

Expansion of the

66.212 The Association representing the Members of the Tribunal have

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also urged that an additional post of Senior Vice-President and two additional posts of Vice-Presidents should be created so as to ensure adequate career prospects to the Members in the context of the proposed amendments to the Customs Act and Rules framed thereunder. **Quite obviously, any expansion of the Tribunal will necessarily have to be justified on functional considerations and improvement in career prospects cannot be the sole criterion for the creation of additional posts. Besides, amendments to the Acts and rules aimed at rationalisation and simplification of procedures should logically lead to a reduction in disputes and appeals. In the circumstances, we are not inclined to recommend any expansion of the Benches of the Tribunal.**

Age of Superannuation of Presiding Officers

66.213 Another demand is that the age of superannuation of the President and Senior Vice-President of the Tribunal should be raised to 65 years. **We find that the age of superannuation of the Members of the Tribunal who are appointed as its President has been raised to 65 years in 1995. Similarly, when a serving or retired judge of a High Court is appointed as President, he shall hold office for a period of three years or till he attains the age of 65 years, whichever is earlier. The Senior Vice-Presidents and Members hold office till the age of 62 years. We consider these provisions to be adequate and do not recommend any changes.**

Pensionary benefits

66.214 Rules provide that Members of the Tribunal, who at the time of their appointment, were holding a pensionable post under a Government in a permanent capacity shall be eligible for pension in accordance with the rules applicable to them at the time of their retirement. Those recruited as Judicial Members directly from the Bar shall be eligible to add to their service qualifying for superannuation pension, the actual period not exceeding one-fourth of the length of service, or the actual period by which their age at the time of recruitment exceeded twenty five years, or a period of five years, whichever is the least, provided that this concession shall not be admissible unless the actual qualifying service at the time they quit government service is not less than ten years. It has been represented to us that the Members should be eligible for pension irrespective of the qualifying service rendered by them and that the stipulations in regard to addition to qualifying service in the case of Judicial Members should be liberalised delinking this from the length of qualifying service. It has been argued in support that the criterion for appointment of Judicial Members is the same as for judges of High Courts.

66.215 **Departmental officers are generally appointed in the Commission on approaching the age of superannuation and they would in any case be entitled to pension in accordance with the rules applicable to them at the time of their retirement. The present provisions in regard to minimum qualifying service and additions thereto subject to certain specified conditions in the case of the Judicial Members are similar to those contained in the Central Civil Services (Pension) Rules. These are universally applicable to all Central Government employees. Any special dispensation in the case of the Judicial Members of the Tribunal alone would have far-reaching implications and will not be desirable. We do not, therefore, recommend any change in the existing provision. They should, however, be entitled to the benefit of Contributory Provident Fund for the period of service rendered in the Tribunal.**

Allowances and facilities

66.216 On consideration of the other demands of the Association representing the Members of the Tribunal for the extension of various allowances and facilities, we recommend the following

(a) **Members may be paid an allowance of Rs.1,000 per month for the purchase of books and journals of relevance to their functions and a Robe Allowance of Rs.3000 every five years and maintenance allowance of Rs.1000 per annum.**

(b) **In addition, an extended library, stocked with reference books and law journals supplied from the main library of the Tribunal, may also be provided at their residence.**

(c) **Considering the fact that they are required to write long judgements, stenographic assistance may also be provided at the residences of Members, as and when necessary..**

(d) **In order to ensure flexibility in their functioning, every Member may be provided an exclusive and independent staff car for their official use.**

Registry staff

66.217 The demand for upgradation of the pay scales of the Registrar, Deputy Registrar and Assistant Registrar has been considered. It is based on parity with counterparts in the Delhi High Court. **We are unable to accept such parity and as such the demand is recommended for rejection.**

Departmental representatives

66.218 Officers of the Indian Customs and Excise Service, well versed in Customs and Excise laws, are engaged as Departmental Representatives to present cases before the Tribunal. Senior Departmental Representatives in the scale of pay of Rs.4500-5700 and Rs. 3700-5000 and the Junior Departmental Representatives in the scales of pay of Rs.3000-4500 and Rs.2200-4000 are entitled to a special pay of Rs.400 and Rs.150 per month respectively. The Department of Revenue have brought to our notice that the quantum of special pay is very meagre when viewed in the context of the remuneration received by their counterparts representing the appellants and have suggested that this should be enhanced substantially in order to attract talent with a wider field of choice. **There is considerable merit in the suggestion and we recommend that the special pay may be enhanced to Rs.1,000 and Rs.500 per month respectively for the Senior and Junior Departmental Representatives. The special pay may also be henceforth termed as Representation Allowance**

66.219 **We further recommend that the Departmental Representatives may be (a) paid a Robe Allowance of Rs.3000 every five years and maintenance allowance of Rs.1000 per annum. (b) provided a small library at their residences stocked with reference books and journals from the main library of the Tribunal, and (c) provided adequate conveyance facilities for travel between their residences and the Tribunal.**

Technical Officers

66.220 Posts of Technical Officers in the Tribunal are filled by personnel on deputation from the Central Board of Excise and Customs, who are entitled to a special pay of Rs 150 per month. It has been urged that this should be enhanced to Rs 1,000 per month. **We are, however, of the view that personnel deputed**

as Technical Officers should be paid only the normal deputation duty allowance instead of a special pay. We recommend accordingly.

Librarians

66.221 There are two grades (Senior and Junior) of Librarians in the Tribunal in the scales of pay of Rs.1400-2300 and Rs.1200-2040. The library of the Tribunal is comparatively smaller in size and the number of volumes handled is not very large. **We are, therefore, of the view that the demand for parity with the library staff in the Delhi High Court is not justified. While the present scales of these posts would appear to be appropriate and we recommend only the corresponding replacement scales, an additional scale corresponding to the scale of pay of Rs.1600-2660 may, however, be introduced in the context of the Assured Career Progression Scheme separately recommended by us. Further, the library may also be appropriately categorised with reference to the guidelines of the Department of Expenditure and the Library In-charge should be placed in the appropriate scale of pay based on such categorisation and our recommendations on the common category of library staff contained elsewhere in this report**

Court Masters

66.222 Court Masters of the Tribunal in the scale of pay of Rs.1640-2900 have sought parity with their counterparts in the Central Administrative Tribunal in the scale of pay of Rs 2000-3200 and the High Courts in the scale of pay of Rs.3000-4500 on the ground that their functions are similar. **While parity with Court Masters in the High Courts is not justified in view of the substantially wider jurisdiction of the courts in relation to the Tribunal, and the Tribunal has also not supported the demand, we find that Court Masters in the Central Administrative Tribunal are also only in the scale of pay of Rs.1640-2900, though a certain number of posts of Court Officers are in a higher scale of pay of Rs.2000-3500. In the circumstances, we recommend only the corresponding replacement scale for the post.**

Stenographers

66.223 The scales of pay of the posts of Private Secretary and Stenographer in the Tribunal are Rs.2000-3500 and Rs.1400-2600 respectively. It has been brought to our notice by the Tribunal that, apart from the fact that these scales were substantially lower than those applicable in the Delhi High Court, difficulties are being experienced in filling these posts by personnel deputed from the field formations of the Customs and Central Excise Departments because they are in a higher or equivalent scales of pay. The Tribunal has, therefore, suggested that the scales of pay of these posts may be brought at par with the corresponding posts in the Delhi High Court. Payment of a Court Allowance has also been demanded on the ground that the personnel are required to provide stenographic assistance in the courts of the presiding officers.

Our recommendations

66.224 As we have mentioned earlier, parity with high courts is not justified in the context of their substantially wider jurisdiction and functional responsibilities. Additional incentives for performing one's designated duties are also, quite obviously, unjustified. **While our general recommendations on the common category of Stenographers in the non-secretariat organisations will apply to the corresponding personnel in the Tribunal, we have also liberalised the provisions relating to deputation duty allowance, which should ensure the availability of personnel for manning the posts.**

67

Ministry of Food

General

67.1 The Ministry of Food was established as an independent Ministry in 1991 from out of the Ministry of Food & Civil Supplies, with the responsibility of managing the food economy of the country, ensuring remunerative rates for farmers and availability of foodgrains at reasonable prices to the consumers. In March, 1995, the Ministry was bifurcated into two Departments, the Department of Food and the Department of Food Procurement and Distribution.

Department of Food

Objectives, Role and Activities

67.2 The Department of Food is concerned with the formulation of policies concerning the sugar sector, regulation and development of the sugar industry and storage, acquisition and construction of godowns for foodgrains and sugar. It is also the nodal Department for all international conferences, associations and other bodies concerning food, entering into and implementing treaties and agreements with foreign countries relating to trade and commerce in foodgrains and other products.

Organisational set-up

67.3 The Department is headed by a Secretary in the pay scale of Rs 8000 (fixed). It is assisted in its field work by one attached and 2 subordinate offices. **The Directorate of Sugar**, is an attached office of the Department. It is concerned with the implementation of the policy on sugar and sugarcane and development of the sugar industry. **The National Sugar Institute, Kanpur**, is a subordinate office. It researches the problems of the sugar industry, alcohol and allied industry and utilisation of the by-products. The **National Institute of Sugarcane and Sugar Technology, Mau**, is being newly set up as a subordinate office of the Department, to undertake research studies and impart training

pertaining to sugar technology, sugar engineering and sugar chemistry. The Department has one public sector unit, the Central Warehousing Corporation, to acquire and build warehouses at suitable places and to operate them for storage of agricultural produce and certain other items including industrial goods

Distribution of posts in the Secretariat

67.4 The Secretariat has a total strength of 495, 26 in Group A, 123 in Group B, 189 in Group C and 157 in Group D. We have made recommendations on replacement scales for these posts in the relevant Chapter.

DIRECTORATE OF SUGAR

General Introduction

67.5 The Directorate of Sugar is an attached office of the Department of Food and looks after the production, consumption and stocks of sugar and frames the pricing policy of sugarcane and sugar Besides, it also manages quality control and development of sugar industry

Organisational set-up

67.6 The Directorate is headed by a Chief Director in the scale of pay of Rs.4500-5700, who is assisted by an Additional Chief Director in the scale of pay of Rs.4100-5300 The total staff strength of the Directorate is 134, 15 posts are in Group A, 18 in Group B, 69 in Group C and 32 in Group D

Technical posts

67.7 The Addl. Chief Director's scale of Rs.4100-5300 is being upgraded to Rs.4500-5700 in our scheme of rationalisation. This is also the pay scale of Chief Director. Upgradation of the post of Chief Director is not considered justified as it may disturb parities with similar posts in other departments and offices. **The present incumbent of the post of Additional Chief Director may, therefore, be placed in the scale of pay of Rs.4500-5700 on personal basis, and after the post is vacated it may be abolished** as there is no need to have two posts at this level in this organisation. Upgradation of the post of Inspecting Officer (Sugar) from the scale of Rs.2000-3500 to Rs.2200-4000 has also been demanded on the ground that not only are similar posts in the Save Grain Campaign offices under the same Ministry placed in a higher scale, but the duties attached to the post are wider than those of officers placed in higher scales and promotion avenues are negligible. Direct recruit incumbents of the post of Inspecting Officer (Sugar) are expected to have a minimum qualification of graduation with three years' experience in supervisory capacity in work connected with sugar industries. They also have promotion avenues to the post of Technical Officer (Sugar Technology) in the scale of pay of Rs.2200-4000 on completing three years' service The existing pay scale of Rs.2000-3500 for Inspecting Officer(Sugar) is, therefore, adequate. Our recommendations on Assured Career Progression will take care of stagnation.

NATIONAL SUGAR INSTITUTE

General Introduction

67.8 **The National Sugar Institute, Kanpur,** plays a significant role in proper development through research into problems of sugar and allied industry and utilisation of their by-products It awards Ph.D degrees to successful research fellows

Organisational set-up

67.9 The Institute is headed by a Director in the pay scale of Rs.5900-6700. The Administration and Finance of the Institute are controlled by the Chief Administrative & Finance Officer in the pay scale of Rs.3700-5000 and in administrative matters he is assisted by a Senior Administrative Officer in the scale of Rs.3000-4500. The Institute has a strength of 446 personnel organised into the teaching, administrative and auxiliary streams as follows.

STREAMS	GROUP				TOTAL
	A	B	C	D	
Teaching/Technical	54	15	26		95
Administrative	3	6	96	41	146
Auxiliary			54	151	205
TOTAL	57	21	176	192	446

Our recommendation

67.10 The Junior Engineer (Electrical) in the scale of pay of Rs 1640-2900 has demanded upgradation to the scale of Rs.2000-3500 and redesignation as Additional Assistant Engineer (Electrical), as for other posts whose basic qualifications are a degree in Engineering. We observe that the Junior Engineer is a promotion post for Research Assistant (Engg) in the pay scale of Rs.1400-2300 with 3 years service and degree in Engineering or with 5 years service and diploma in engineering. Since the minimum essential qualification for this post is diploma in engineering, its existing pay scale is adequate. Replacement scales recommended elsewhere in this report will apply to other posts in the Institute.

Department of Food Procurement & Distribution

Objectives, role and activities

67.11 The Department of Food Procurement & Distribution formulates and implements national policies on procurement, import and export, movement, distribution and stocking of foodgrains. It provides storage facilities for the maintenance of central reserves of foodgrains and promotion of scientific storage. Implementation of statutory minimum support prices to the producers of wheat, rice and coarsegrains is also among the basic responsibilities of the Department. With a view to ensuring food security, activities such as procurement of foodgrains, building up and maintenance of food stocks, their quality, storage, movement and delivery to the distributing agencies are undertaken. A close watch is kept on the stock and price levels of foodgrains and efforts are made to ensure their adequate availability at reasonable prices in different parts of the country.

Organisational set-up

67.12 Headed by a Secretary in the scale of pay of Rs.8000 (fixed), the

Department is assisted in its field work by a Storage & Research Division, a Quality Control Cell and two subordinate offices, besides a public sector unit. The **Save Grain Campaign** is handled by 17 field offices to popularise scientific methods of foodgrain storage at farm level. **The Indian Grain Storage Institute** has facilities for applied research and training in foodgrain storage. The Food Corporation of India (FCI), a public sector unit of the Department, is responsible for the execution of food policies of the Central Government through purchase, storage, movement, distribution and sale of food grains and other foodstuffs, as also handling, storage and distribution of sugar for some states.

Distribution of Establishment

67.13 The Department's Secretariat has a total staff strength of 265, 33 in Group A, 97 in Group B, 81 in Group C and 54 in Group D, organised on the usual Secretariat pattern with support from scientific and technical personnel. The Storage & Research (S&R) Division of the Department is headed by a Commissioner in the pay scale of Rs.5100-5700, and directly caters to the work relating to storage and research of foodgrain in the field with the help of the subordinate offices. The two Quality Control Cells (QCC), at Hyderabad and Calcutta, each headed by a Regional Director (S&R) in the pay scale of Rs.3000-4500, assist the S&R Division in its field work. The staff of this Division is distributed over the Secretariat as well as the QCCs and offices of the Save Grain Campaign (SGC) and the Indian Grain Storage Institute (IGSI), as follows:

UNIT	GROUP				TOTAL
	A	B	C	D	
Secretariat	15	2	22		39
IGSI	26	23	107	80	236
SGC	33	46	149	124	352
QCC	5	--	4	3	12
TOTAL	**79**	**71**	**282**	**207**	**639**

DEMANDS IN MEMORANDA

S & R Division

67.14 The Technical officers and staff of the S&R Division have demanded upgradation based on qualifications, nature of duties, comparable posts and lack of promotion avenues. These include the Joint Commissioners, Technical Officers, Technical Assistants, Junior Mechanic-cum-operator and other technical operators. Besides, there are about 77 Group A posts in the Department particularly in the S&R Division requiring qualifications in Agricultural Sciences, which are not part of any organised services

OUR RECOMMENDATIONS

Joint Commissioners

67.15 There are 2 posts of Joint Commissioners (S&R) in the payscale of Rs.4100-5300. In accordance with our general recommendations on payscales made elsewhere in the report, **the scale of Rs.4100-5300 would be upgraded to Rs.4500-5700.**

Encadrement in Central Agriculture service.

67.16 Except for one post each of Administrative Officer and Assistant Engineer (Civil) in the Indian Grain Storage Institute, all the Group A posts of the S&R Division require essential educational qualifications relating to Agricultural sciences, viz. post-graduation or graduation in Agriculture or related subjects. **These posts may be encadred in the proposed Central Agriculture Service,** recommended by us

Other technical posts

67.17 There are 63 posts of Technical Officers in the scale of Rs.1640-2900 distributed over various offices within the S&R Division - 1 at headquarters, 16 at the IGSI and 46 in the SGC offices. The minimum qualification for direct recruitment to these posts is a Degree in Agriculture or Science with Botany, Zoology or Chemistry as one of the subjects with two years of relevant experience. The feeder grade for 60% of the vacancies in these posts consists of 87 posts of Technical Assistants and Analysers in the scale of Rs 1400-2300 with 5 years' service, recruited with the same educational qualifications, 85% by direct recruitment and 15% by promotion of Fumigation Assistants (Rs 1200-1800) with 7 years' service **Technical Assistants (S&R) being graduates and feeder to Technical Officers (S&R) should be placed in the scale of Rs.1600-2660.** Keeping in mind the qualifications and nature of duties of the Technical Officers; Junior Mechanic-cum-operators, and Technical Operators, no change is necessary in those grades.

68

Ministry of Food Processing Industries

General Introduction & Historical Background

Role, Objectives and Activities

68.1 The Ministry of Food Processing Industries was set up in July, 1988, to act as a focal point for the development of a sound and vibrant food processing industry in the country. The Ministry is charged with the responsibility of formulation and implementation of policies and plans in respect of specified industries within the national priorities and objectives. The functions of the Ministry are developmental, promotional, regulatory, technical and advisory in nature.

Organisational Set-up and Distribution of Establishment

68.2 The Ministry has a Secretariat with a total strength of 169 organised in functional streams as follows:-

GROUP	ADMN	RICE	FISHERIES	MEAT & MEAT PRODUCTS	DAIRY PRODUCTS	OTHERS	TOTAL
A	17	4	6	1	1	5	34
B	45	4	3	1	2	-	55
C	52	2	2	1	-	-	57
D	23	-	-	-	-	-	23
TOTAL	137	10	11	3	3	5	169

68.3 The Ministry also has two subordinate offices - the Directorate of Fruit & Vegetable Preservation and the Fishery Survey of India.

THE SECRETARIAT

Organised services in the Secretariat

68.4 The Secretariat has 108 posts in the organised services. The posts of Secretary, Joint Secretaries and Deputy Secretaries are manned through the Central Staffing Scheme, and the post of Assistant Director (Cost) is encadred in the Indian Cost Accounts Service. Other posts in Groups B and C form part of the Central Secretariat Service, Central Secretariat Stenographers' Service, and the Central Secretariat Clerical Service. Senior and Junior Hindi Translators are part of a common category in the official languages wing. The cadre control for all these posts vests in the Department of Industrial Policy and Promotion, Ministry of Industry. The post of Principal Private Secretary has been abolished consequent on the post of Secretary being kept in abeyance

Other posts in the Secretariat

68.5 Of the remaining 61 posts, a large number were transferred to this Ministry along with the work from the Ministry of Agriculture (Department of Agriculture & Co-operation) and the Ministry of Food. Some posts were also allotted to this Ministry as a sequel to the winding up of the DGTD. Besides, there is 1 post each of Draftsman and Library Assistant (Rs.1640-2900), 4 posts of Staff Car Drivers (Rs.950-1500), 1 Despatch Rider (Rs.950-1400), 4 posts of Daftry and 1 Senior Peon (Rs.775-1025), 15 Peons, 2 Safaiwalas and 1 Watch & Ward (Rs.750-940) and two daily wagers have been granted temporary status in the scale of Rs.750-940.

Cadre Control

68.6 The Department of Agriculture & Co-operation was hitherto the cadre controlling authority in respect of the posts transferred by it in Fisheries and Dairy Products streams. However, with effect from 1.1.95, the Department has stopped considering holders of these posts for promotion against vacancies arising in that Department. Accordingly, the Ministry of Food Processing Industries is required to function as the cadre controlling authority for these posts also. Posts in the Rice Mills stream were transferred from the Food & Nutrition Board when it was part of the Ministry of Food, and posts of Additional Industrial Advisor, Development Officers and Assistant Development Officers were transferred from the erstwhile DGTD. So far the Recruitment Rules of the transferring organisations have been in use for filling these posts. Most of the cadres are very small and compartmentalised. The Ministry has suggested that the earlier cadre controlling authorities must continue to manage these small and isolated cadres so as to protect the long term interests of various serving employees in the Ministry. We do not agree with the Ministry's suggestion that the former (transferring) Ministries/Departments should manage the cadres even after their transfer to the Ministry of Food Processing Industries. **The above problems as far as possible should be tackled through proper restructuring of the technical cadres in a manner more conducive to the working of the Ministry.** Our recommendation with regard to the restructuring of the technical cadres of the Ministry are discussed in the succeeding paragraphs.

Restructuring the Technical cadres- Rice Mills Division.

68.7 The Rice Mills Division should be rechristened as the **Industrial Advice Division. The lone post of Technical Assistant (Rice Mills) (Rs.1400-2300) carries B.Sc.(Chemistry) qualification and should be upgraded to Rs.1600-2660 and called Technical Assistant (Industrial Advice).** The two Assured Career Progressions (ACPs) to the scales of pay of Rs.1640-2900 and Rs.2000-3500, will be available to this post at the end of 10 and 20 years of

service. The common dispensation to Draftsmen, recommended in the relevant chapter, will apply to the Draftsman Grade I. **This post will be redesignated as Draftsman Grade II** and continue in the same scale (Rs.1600-2660), with two ACPs to the scales as recommended for the Technical Assistant above. For future recruits, this will be the entry level carrying qualifications of Diploma in draftsmanship with the usual two ACPs. **Technical Officers (Rice Mills) being graduate Engineers/Food Technologists, and classified as Group B Gazetted should be placed in the scale of Rs.2000-3500 and re-designated as Technical Officers (Industrial Advice). Technical Co-ordination Officer (Rice Mills), also in the grade of Rs.2000-3500, may be merged with Technical Officers (Industrial Advice)** as the Technical Officers can themselves in addition perform the co-ordination work. These posts should not be filled by deputation. Besides helping to remove isolation and compartmentalisation, this will be the basic entry level in the technical stream for industrial advice, forming feeder grade to the post of Assistant Engineer (Rice Mills) in the scale of Rs.2200-4000. **The post of Assistant Engineer (Rice Mills) is presently filled by Direct Recruitment. It may be redesignated as Assistant Industrial Adviser and filled by promotion from among Technical Officers (Industrial Advice) failing which by Direct Recruitment,** as the qualifications are degree in Engineering plus training in Rice process engineering/technology, which promoted officers will in any case have. Two ACPs to the Technical Officers will enable them to reach Rs.3000-4500, and a direct recruit Assistant Industrial Adviser will have ACPs upto Rs.4500-5700. Further, **the two posts of Assistant Development Officers may be merged with the Assistant Industrial Adviser in the scale of Rs.2200-4000. Development Officers in the scale of Rs.3000-4500, may be re-designated as Deputy Industrial Adviser.** The Deputy Technical Adviser (Rice Mills) is filled by promotion as per original Recruitment Rules, but there is no feeder grade in the Ministry. Deputationists are expected to possess M.Sc.(Chemistry) or Degree in Food Technology/Chemical Engineering with 5 years' research experience as minimum qualifications. **The post may be upgraded to Rs.3700-5000, redesignated as Joint Industrial Adviser, and filled by promotion from the posts of Deputy Industrial Advisers failing which by transfer on deputation. The Additional Industrial Adviser may be merged with the Industrial Advice stream as a promotion post for the Joint Industrial Adviser, in the scale of Rs.4500-5700.** The Chief Engineer functions essentially as an Advisor to the Ministry and reports to the Joint Secretary. **We recommend that this post be placed in the scale of Rs.5100-6150, to be filled by the composite method of promotion/deputation (including short-term contract), and redesignated as Industrial Adviser.**

Meat & Meat Products Division

68.8 In the Meat & Meat Products (M&MP) Division, there is a post each of Deputy Commissioner (M&MP) in the scale of Rs.3700-5000, and Senior Technical Assistant (Livestock) in the scale of Rs.2000-3500. Both the posts carry the minimum qualifications of Bachelor of Veterinary Science for direct recruitment. The posts are isolated and filled by direct recruitment. The administrative Ministry has suggested that the post of Senior Technical Assistant (Livestock) should be upgraded. **We recommend that the two posts may be encadred in the proposed Central Veterinary Service. The Senior Technical Assistant (Livestock) should be upgraded to the scale of Rs.2200-4000, i.e. the Junior Time Scale of Group A, and redesignated as Assistant Commissioner (M&MP), as the duties of the post involve assistance to the**

post of Deputy Commissioner (M&MP). Recruitment Rules as framed by the Department of Animal Husbandry & Dairying for the Central Veterinary Service, will accordingly apply to these posts.

Fisheries Division

68.9 The Fisheries Division has a post of Joint Commissioner in the scale of Rs.4100-5300, 2 posts of Deputy Commissioner (Rs.3700 5000), a post each of Assistant Commissioner (Refrigeration), Assistant Commissioner (Fisheries) (Rs.3000-4500), and Fisheries Research & Investigation Officer (Rs.2200-4000), 3 Senior Technical Assistants (Rs.1640-2900), a Technical Assistant and a Research Investigator (Rs.1400-2300). These are among the posts that were transferred from the Department of Agriculture & Co-operation, and are not being considered for promotion against vacancies in that Department since 1.1.95. **The posts in the Fisheries Division may also be restructured** The posts of Senior Technical Assistant and Technical Assistant (Fisheries) are both filled by direct recruitment, the former requiring Post-graduate and the latter Graduate qualifications. There is no possibility of their merger with other posts as qualifications and duties are different. **We recommend that the former may be placed in the scale of Rs.2000-3500, being a post-graduate, and the latter in the scale of Rs.1600-2660, being a graduate. Research Investigator (Fisheries), carrying qualifications of Diploma in Fisheries and 2-years' experience should be placed in the scale of Rs.1600-2660. Assistant Commissioner (Refrigeration) requiring Engineering degree qualifications can be set aside as a deputation post for any of the organised Engineering services. Fishery Research & Investigation Officer, being a single post may be filled by promotion, failing which Transfer on deputation. And finally, the post of Joint Commissioner (Fisheries) may be placed in the grade of Rs.4500-5700, as it is a promotion post.**

Directorate of Fruit and Vegetable Preservation

General Introduction

68.10 India is the second largest producer of fruits and vegetables in the world. The Directorate of Fruit & Vegetable Preservation (F&VP) administers the Fruit Products Order, 1955 under the Essential Commodities Act. Manufacturers of fruit products for commercial purposes have to obtain a licence under the Fruit Products Order, which is granted after ascertaining that the unit meets the requirements of area, sanitation and hygiene conditions, potable water, machinery and equipment. Sale of products is permitted only under approved labels with a view to protecting the consumer. The Directorate also carries out a compulsory preshipment inspection to certify the quality of products being exported.

Historical Background

68.11 The establishment of this Directorate originally existed in the Directorate of Marketing & Inspection, under the then Department of Rural Development, Ministry of Agriculture. Work relating to F&VP was subsequently transferred to the Ministry of Food alongwith the posts and incumbents. At the time of the Fourth CPC, the entire work was handled in this Ministry, till the time of setting up of the Ministry of Food Processing Industries in 1988, on whose strength the Directorate now stands.

Organisation and size of

68.12 With headquarters at New Delhi, a regional office each at New Delhi, Mumbai, Calcutta and Chennai and a sub-office at Lucknow, the Directorate

establishment has a total staff strength of 85 as follows:-

STREAM	GROUP				TOTAL
	A	B	C	D	
MAINSTREAM	25	24	1	-	50
CONSULTANCY	3	-	-	-	3
COMMON CATEGORIES	-	-	17	15	32
TOTAL	28	24	18	15	85

The Mainstream and Consultancy

68.13 The mainstream comprises the F&VP Division, headed by a Director (Rs.3700-5000), who is also head of the Directorate for all administrative purposes. He is assisted by 5 Deputy Directors (Rs.3000-4500), 19 Senior Inspecting Officers (Rs.2200-4000), 15 Junior Inspecting Officers (Rs.1640-2900) and 10 Inspectors (Rs.1600-2660). One Deputy Director is located at the Headquarters, and the other 4 head each of the regional offices. The Consultancy Division has a post each of Joint Director (Rs.3000-5000), Deputy Director (Rs.3000-4500) and Assistant Director (Rs.2200-4000). The post of Deputy Director is encadred in the Indian Economic Service, and the other two are isolated ex-cadre posts, requiring engineering qualifications. One post of Research Officer in the scale of Rs.2000-3500, had been lying vacant since 5 years, and has since been abolished.

Previous Pay Commissions and demands before Fifth CPC

68.14 The Third CPC made recommendations on the posts in the Directorate of Marketing & Inspection, which covered F&VP posts. But the Fourth CPC did not make any specific recommendations on these transferred posts. Demands made before us in memoranda mainly seek parity with their counterparts in the Directorate of Marketing & Inspection, upgradation of posts in the F&VP Directorate, including the Consultancy wing, as well as grant of Group A status to Senior Inspecting Officers.

F&VP Division

68.15 Upgradation of pay-scales of the mainstream posts from Inspector (Rs.1600-2660) to Director (Rs.3700-5000) has been demanded on the grounds that while the Third CPC recommended similar pay-scales for the Directorates of F&VP and M&I, the Fourth CPC recommended a pay-scale of Rs.2000-3500 to the Assistant Marketing Officer and Rs.1640-2900 to the Junior Inspecting Officer, both of whom were at the level of Rs.550-900 in the pre-revised positions, and both had the status of Group B Gazetted. The administrative Ministry has advised the upgradation of pay-scales of Junior Inspecting Officers in the Directorate of F&VP to bring them at par with the counterparts in the Directorate of M&I. It has also advised upgradation of all the pay-scales in the Directorate, including merger of the Inspector with the Junior Inspecting Officer at the level of Rs.2000-3500. The Ministry has also advised upgradation of posts in the Consultancy Division, and provision of promotion avenues to them as they are also isolated posts. We agree in principle that there should be parity between the cadres in the two Directorates, but are not convinced that Inspectors of the Directorate of F&VP should be merged with the Junior Inspecting Officer, as there will always

be a requirement of Inspector's level for the functions of the Directorate in the field. Accordingly, **we recommend that the post of Inspector should be placed in the scale of Rs.1640-2900 and Junior Inspecting Officer, being a Group B Gazetted position, in the scale of Rs.2000-3500. 40% of the next higher posts of Senior Inspecting Officer (Group A) (Rs.2200-4000) should be filled by promotion from among Junior Inspecting Officers and 60% by direct recruitment through UPSC, with the existing qualifications**. There are 19 posts of Senior Inspecting Officers as feeder grade to 5 posts of Deputy Directors (F&VP) (Rs.3000-4500). The latter posts are presently filled 50% by promotion and 50% by direct recruitment. **The posts of Deputy Director should be filled 100% by promotion.** The post of Joint Director (Consultancy) carries the same qualifications as Director (F&VP), though with lesser experience. It is also filled by direct recruitment. **It should be merged into the mainstream of F&VP cadre, redesignated as Joint Director (F&VP), upgraded to the scale of pay of Rs. 3700-5000, and filled by promotion from Deputy Directors (F&VP) (Rs.3000-4500). The Assistant Director (Consultancy) being an isolated post with Engineering qualifications and experience may be retained as a deputation post for any of the organised mechanical engineering services, instead of direct recruitment as at present. The post of Director should be upgraded to the level of Rs. 4500-5700 and filled by the composite method of promotion/deputation (including short-term contract), the field of promotion being the Joint Director (Consultancy).**

FISHERY SURVEY OF INDIA

General Introduction & Historical Background

68.16 Fishing and fisheries beyond territorial waters are subjects allocated to the Ministry of Food Processing Industries. The Fishery Survey of India (FSI) is the nodal agency responsible for survey and assessment of marine fishery resources of Indian EEZ with its headquarters at Mumbai. This organisation was originally a part of the Department of Agriculture & Co-operation. In 1988, consequent on the creation of the Ministry of Food Processing Industries, the posts relating to fishing beyond territorial waters got transferred to its Fisheries Division, while the rest were retained in the Deptt. of Agriculture & Co-operation. It has seven operational bases. A total of 12 ocean going survey vessels are being deployed for resource survey and collection of data. The Survey fleet is capable of undertaking bottom trawl survey, midwater/ columnar resource survey and long lining surveys for oceanic pelagics. Scientists and Research fellows participate regularly in each cruise, for collecting data on biological and environmental parameters in addition to fishery resource data. The data thus generated are made available to the end-users in the form of departmental publications.

Organisational setup

68.17 The FSI has its headquarters at Mumbai, headed by a Director General in the scale of pay of Rs. 4500-5700, and 6 other operational bases, each headed by a Zonal Director (Rs. 3700-5000), with a total staff strength of 709 - 53 in Group 'A', 141 Group 'B', 413 Group 'C' and 102 Group 'D' Functionally, the human resources of the organisation are divided into the mainstream of Fishery Scientists, supported by Fishery Engineers, Floating, Administrative and auxiliary streams.

Distribution of establishment

68.18 Of the 102 posts at the lowest rung, 48 are net menders (Rs. 800-1150) in the floating staff stream, and the remaining 54 are common categories of Gestetner Operators and Lab. Boy (Rs. 800-1150), and Daftry, Watchman, Mazdoor, Peon and Safaiwala (Rs. 750-940). Bulk of the 413 Group C Staff are Floating Staff (172), or common categories (163). The mainstream of Fishery Science comprises only 17 Scientific Assistants and 1 Fishing Technician supported by 60 Mechanics/ Machinists/Fitters/Welders. At the Group B level, there are 64 floating staff of which 14 are skippers (Rs. 3000-4500) classified as Non-Gazetted. Twelve of the 38 Chief Engineers are also with similar classification and scale of pay. 26 of the Group B personnel are in the Fishery Science stream and the remaining 13 fall into the common categories. There is no organised service at the Group 'A' level. Of the 53 posts, 33 are Fishery Scientists and 16 Fishery Engineers. Of the remaining four, there are two Computer Professionals, a statistician and a Senior Administrative Officer.

Observations of previous Pay Commissions

68.19 The Third CPC considered all the Fishing Organisations in common under the Deptt. of Agriculture & Co-operation, recommending common scales of pay based on qualifications. Differences in pay-scales of net-menders were also ironed out. The Fourth CPC also made common observations on the fishing organisations of that Deptt., pointing out the existence of messing allowance and high sea allowance for crew and officers among the marine staff.

Demands before the Commission

68.20 While a majority of the demands before the Commission pertain to upgradation and provision of promotion avenues, some major issues raised by the staff and the administrative Ministry relate to floating staff and their status under CCS (CCA) Rules, and the grant of high sea and messing allowances, both of which are linked. The DG has also sought upgradation with enhanced delegated powers alongwith upgradation and promotion avenues for the scientific, technical and workshop staff. The status of Chief Engineer Grade I and Skipper among the floating staff is also sought to be set right. Scientists going out on cruises regularly in the high seas have sought enhanced high sea allowance.

Recommendations on Group A posts

68.21 The Fishery Survey of India has a total staff strength of 709, with 12 seagoing vessels cruising from 7 bases across the coastline of the country outside the territorial waters for surveying fishery resources. **We recommend that the scale of pay of the Director-General should be upgraded to Rs.5100-6150.** The Scientific and Technical staff are organised into the two broad streams of Fishery sciences and Fishery Engineering, each headed by a Deputy Director General in the scale of Rs.4100-5300. Consequent on the rationalisation of this scale across the Central Government, and to maintain relativity with the Director General, **we recommend that both posts of Deputy Director General should be placed in the scale 4500-5700.** Of the remaining Group A posts in the Fishery Science stream, no change is proposed. Among the Fishing Engineers below the Deputy Director General (Engineering), there are four posts of Mechanial Marine Engineers (Rs.3000-4500). They do not have promotion avenues to the post of Deputy Director General (Engineering), which leaves a gap between the two posts. **We recommend that one post of Mechanical Marine Engineer be upgraded to the pay-scale of Rs.3700-5000, and be redesignated as Director (Engineering). No changes are recommended for the next lower level of Service Engineers, except that the two posts of Electrical Engineering and one**

post of Inventory Control should be filled up on deputation, as they do not have any further promotion avenues.

Other posts in the Fisheries Science stream

68.22 In the Fishery Science stream, entry is at the level of Scientific Assistant (Rs.1400-2300) recruited directly with a degree in Zoology/Fishery Science and one year's experience. **Being degree-holders, the 17 posts should be upgraded to the pay-scale of Rs.1600-2660.** 15 posts of Senior Scientific Assistants form the next higher grade, in the scale of pay of Rs.1640-2900, providing promotion avenues to the extent of 50% to Scientific Assistants, the remaining 50% being direct recruits. We are not in favour of provision of Direct Recruitment at consecutive levels, particularly in the Scientific and Technical posts. **We accordingly recommend that 6 posts of Senior Scientific Assistants should be placed in the scale of Rs.2000-3500, redesignated as Junior Fishery Scientists Grade II and filled entirely by promotion.** The other 9 posts will continue without any change, except that they will also be entirely promotion posts for the Scientific Assistants. There are 5 posts of Junior Fishery Scientists recruited by promotion (failing which by Direct Recruitment), and form the feeder grade to the extent of 20% of the 9 posts of Fishery Scientists (Rs.2200-4000). **They should be placed in the scale of Rs.2500-4000,** as they are the feeder grade for Group A, and may be redesignated as Junior Fishery Scientists Grade-I. Ministry may also consider encadering the engineering posts in any of the organised Engineering Services.

Flexible Complementing Scheme

68.23 All the scientific and technical staff have demanded extension of the Flexible Complementing Scheme on the ground that FSI has been declared as an S&T institution. In the relevant chapter, we have separately made recommendations on a modified "Flexible Complementing Scheme" for R&D professionals. Survey of natural resources does not fall within the purview of R&D professional activity as defined by us. As such, we do not recommend extension of the FCS to this organisation. The principles of Assured Career Progression will apply.

Workshop Categories

68.24 There are some workshop categories of staff who have asked for upgradation for want of promotion avenues. These staff have been provided at base workshops at Porbandar, Mumbai, Mormugao, Cochin, Chennai, Vizag and Port Blair to maintain large ships and equipments. These include Marine Electrician (6), Carpenter (12), Welder (9), Fitter (18), Machinist (12) and Milling Machine Operator (6) all in the pay scale of Rs.950-1500, and Welder Grade I (Rs.1200-1800) (3), and Refrigeration Mechanic (Rs.1400-2300) (6). We have separately made recommendations in the Chapter, for Workshop staff, indicating their pay-scales and assured career progression. Those recommendations will also apply to these personnel.

Status of Skipper and Chief Engineer Grade I

68.25 Among the floating staff, the Skipper (14 posts) and Chief Engineer Grade I (6 posts) are in the scale of Rs.3000-4500 and classified as Group B Non-gazetted. They have demanded that they be classified as Group A Gazetted in accordance with their pay-scale. In another chapter we have separately made recommendations for dispensing with the system of "Groups" and "Gazetted-non-gazetted" status. In view of those recommendations the Ministry may consider what status should be accorded to these two categories, keeping in view their functional requirements.

Status of Floating Staff and grant of pay & allowances accordingly

68.26 The floating staff as a group have raised the issue of their status as Secretariat "shore-based" personnel vis-a-vis the provisions of the Merchant Shipping Act. In a nutshell, while seeking application of the Indian Maritime Shipping Act, in terms of pay and allowances, they have desired that their working hours be restricted to 8 per day as for other "shore-based" staff, whose working hours emanate from the provisions of the CCS Rules. The floating staff convey Scientists for fisheries survey work in high seas for 20 days at a stretch during a month for which they are paid 50% of their DA at normal rates alongwith a normal High Sea Allowance at rates ranging from Rs.150 to Rs.300 for a period of 20 days.

Allowances to floating staff

68.27 The pay-scales presently available to the floating staff are in accordance with floating staff in other organisations, including the fishing organisations under the Department of Agriculture & Co-operation, and we do not recommend any change in these. Also, since floating staff are Central Government employees, they will have to be governed by the various provisions of the CCS Rules as also the ordinary laws of the land. It is incorrect to suggest that mere application of CCS Rules confers on the floating staff the status of "Shore staff" and all consequential benefits of working hours, leave etc. In our recommendations on floating staff in general, we have suggested abolition of High Sea Allowance and payment of full DA in lieu thereof, and taking into account all other difficulties, as a departure from normal rules. Provisions relating to ex-gratia compensation for death during the course of duty have been made to cover the risks out at sea. **We recommend that Scientific Officers of FSI should also be paid full Daily Allowance at normal rates applicable for tour, while on the high sea on marine survey work. If free food is provided on board, normal deductions will apply.**

Administrative & Accounts Staff

68.28 In accordance with our general recommendations on Administrative & Accounts staff in the subordinate offices no change is recommended in the existing structure, except that **Assistant Accounts Officer, having no promotion avenue and also having originated from the normal LDC channel, may be made feeder to the post of Senior Administrative Officer. Also consequent on rationalisation of the scale of Rs.1400-2600, the posts of Accountant-cum-cashier may be placed in the scale of pay of Rs.1600-2660.**

Conclusion

68.29 With the above recommendations, we hope to end the uncertainities in the cadres of the Secretariat and the subordinate offices. Career aspirations have been sought to be met by changes in direct recruitment percentages and re-adjustment of posts. Any shortcomings on this front will be taken care of by the Assured Career Progression scheme. We have recommended uniformity for the floating staff in all sea-faring organisations and hope that this will take care of the distractions in these ranks so that more effective cruises can be gainfully carried out.

69

Ministry of Health & Family Welfare

General

69.1 The Ministry of Health and Family Welfare deals with policies and programmes covering preventive, promotive and curative health care, including prevention, control and eradication of major diseases and propagating the Indian systems of medicine and Homoeopathy It aims at attaining the goal of **Health for All by 2000 AD** It comprises three departments - the Department of Health, the Department of Family Welfare and, the Department of Indian Systems of Medicine and Homoeopathy.

Department of Health

Objectives, role and Activities

69.2 · Medical and public health matters including drug control and prevention of food adulteration fall within the domain of the Department of Health. The activities of the Department are significant in these areas It plans and provides the infrastructure to combat communicable diseases like TB. Leprosy, Malaria, Filaria and non-communicable diseases like cataract - induced blindness, diabetes, cancer and cardio-vascular diseases. It also makes efforts to prevent and control diseases, like AIDS, through information, education, communication and strengthening of institutional framework for providing technical assistance to the concerned agencies. The Department also ensures the implementation of health legislation and judicial pronouncements in that regard.

69.3 Headed by Secretary (Health) the Department has one attached office, the Directorate General of Health Services (DGHS), and 97 subordinate offices under the control of the DG The DGHS, as the functional arm of the

Organisational set-up

Department, renders technical advice on all medical and public health matters, including the implementation of various health schemes.

Establishment

69.4 The Department has 1159 personnel in the Secretariat. Of these 74 are in Group A, 370 in Group B, 442 in Group C and 273 in Group D

Our recommendations

69.5 We have made recommendations on the general pay scales and allowances applicable to these personnel, elsewhere in this report. **We also suggest that consequent on the formation of the new Department of Indian Systems of Medicine and Homoeopathy, Government may consider reviewing the working of the three Departments of the Ministry, so as to ensure that no overlap in functions takes place.**

DIRECTORATE GENERAL OF HEALTH SERVICES

Functions

69.6 The DGHS is an attached office of the Department of Health. It assists the Department in implementing the national health policies and programmes and renders technical advice on all medical and public health matters.

Organisation

69.7 Headed by a Director General in the pay of Rs. 8000/- (fixed), the Directorate has 97 subordinate offices located all over the country catering to a variety of field functions in medical and health care ranging from hospitals, dispensaries and clinics to medical education, nutrition, disaster management, drugs testing and control, pharmaceutical labs, disease eradication and preventive health care. It employs 943 personnel - 103 in group A, 293 in group B, 435 in group C and 112 in group D, organised into the fields of Nutrition, Iodine Deficiency Disorders (IDD), Prevention of Food Adulteration (PFA), Emergency Medical Relief, Medical Education, Stores and Architecture. 31 of the 103 group A posts are of unorganised non-medical scientific nature. Another 45 are in the organised services. 40 are encadred in the Central Health Service and 5 in Indian Statistical & Indian Economic services. 620 of the 728 Group B & C posts belong to the organised secretariat services and common categories for whom recommendations have been made elsewhere in this report.

Observations of previous CPCs

69.8 While commenting on the pay scales of the DGHS, the Third CPC observed that the post of Nursing Adviser is the highest Nursing post in the Central Govt. and should not have a pay scale lower than that of Principal, College of Nursing. It further observed that as most of the Class II posts were either isolated or belonged to very small cadres, they could offer attractive career prospects to really suitable candidates. It recommended that efforts should be made to draw officers on deputation for these posts from regular cadres. The Fourth CPC did not make any comments on this organisation.

Demands

69.9 Through the memoranda submitted to us, upgradation has been sought for scientific and technical posts particularly in the non-medical fields, on account of incompatibility of qualifications with existing pay scales, relativities with other organisations and stagnation. It has also been demanded that non-medical and medical teaching staff should have common pay scales in the medical teaching institutions. It was brought to our notice that for certain posts in the Directorate carrying the same designation different pay scales have been assigned in different divisions. We have accordingly considered the matter of standardising

those designations. The demands relating to medical and para medical posts and services have been dealt with elsewhere in this Report.

OUR RECOMMENDATIONS

69.10 The post of Adviser (Nursing) is in the scale of Rs.3700-5000 and has had a traditional parity with the Principal, College of Nursing. We have separately improved the pay scale of the latter post to Rs.4500-5700. **As such, the scale of Adviser (Nursing) may also be raised to Rs.4500-5700.**

Nutrition and IDD Cell

69.11 The Nutrition and Iodine Deficiency Disorders (IDD) Cell comprises Adviser (Nutrition) in the scale of pay of Rs. 3700-5000, two posts of Research Officers (Rs. 2000-3500/-), two Research Assistants/ Investigator (Rs. 1640-2900/-) two Technical Assistants/ Jr.Investigator (Rs. 1400-2300/-), five Field Investigators/ Workers (Rs. 1200-2040/-), seven Field Attendants (IDD) (Rs. 975-1540/-) and three Field Attendants (Nutrition), one each in the pay scale of Rs.800-1150/-, Rs. 775-1025/- and Rs. 750-940/-. The Adviser (Nutrition) has demanded upgradation of his scale of pay to bring it at par with Programme Officers in the National Health Control Programmes, Advisers of the Indian System of Medicine and Homoeopathy and other S&T Ministries, with comparable qualifications and nature of duties. The incumbents of the remaining posts have asked for upgradation to the next higher scale because of stagnation and on the basis of prescribed educational qualifications. The administrative Ministry feels that Adviser (Nutrition) is an important and sensitive post requiring high qualifications and technical skills. It has been suggested that the post should be upgraded to SAG level. Supporting the ground of stagnation, it has also advised that the remaining posts should be upgraded to the demanded levels Keeping in view the nature of the multifarious duties and responsibilities of the post of Adviser (Nutrition) and the pay scale of comparable posts in the Food & Nutrition Board, under the Ministry of Human Resource Development, **we recommend that the post of Adviser (Nutrition) may be placed in the scale of pay of Rs.4500-5700.** In the relevant chapter on Dieticians, we have observed that posts at the level of Dietician Grade II (Rs.2000-3500) requiring Master's degree qualifications in Dietetics and Public Health Nutrition should be merged into a single cadre for promotion to higher posts of Dieticians Grade I (Rs.2200-4000) and Chief Dieticians (Rs.3000-4500) Considering the similarity of the basic courses for the post of Adviser (Nutrition) and Dieticians, we are of the opinion that experience in the field of Hospital Dietetics will be of immense value in the functions of Nutrition. **We recommend that in order to have a smooth cadre structure upto the level of Adviser (Nutrition), one post of Chief Dietician should be upgraded to the level of Deputy Adviser (Nutrition) in the scale of Rs.3700-5000, and be filled by promotion from among Chief Dieticians, failing which by direct recruitment. Two Research Officers (IDD & Nutrition) and one post of Nutritionist in the RAK College of Nursing may be merged with the cadre of Dietician Gr.II in the hospitals and filled 25% by Direct recruitment with PG qualifications and 75% by promotion also with PG qualifications. The two posts of Research Assistant (Nutrition) & Investigator may be merged and filled entirely by promotion. Keeping in view the qualifications and job contents, two posts of Technical Assistant/ Jr. Investigator should be upgraded from Rs. 1400-2300/- to Rs. 1600-2660/-as the minimum**

qualification for direct recruitment to this grade is graduation. The five posts consisting of Field Worker (Nutrition)(2) and Field Investigators (3) may be placed in the pay scale of Rs. 1320-2040/-to be filled 100% by promotion from among Field Assistants. The seven posts of Field Attendant (IDD) in the pay scale of Rs. 975-1540/- may be filled 90% by direct recruitment with qualification of 10+2 (Science) and be redesignated as Field Assistants. The remaining 10% may be filled by promotion from among auxiliary staff with qualifications prescribed for direct recruitment. The Field Attendants may be merged with the general Group D cadre.

Emergency Medical Relief (EMR)

69.12 The Director (Emergency Medical Relief)(Rs. 4500-5700/-) provides technical assistance and guidance to the State Governments and is responsible for discharging the health sector disaster management functions. The incumbent has sought upgradation based on lack of promotion avenues, as also major responsibilities in handling medical emergencies throughout the country besides medical needs of VVIPs. The administrative Ministry feels that EMR is a specialised field requiring medical background but the duties do not fall in any of the sub-cadres of the Central Health Service. We observe that the Director (EMR) is directly recruited with post- graduate qualification in medical science with five years experience and is assisted in his functions by only 2 Technical Assistants in the scale of pay of Rs. 1400-2300/- **We accordingly recommend that the post may be encadred in the Central Health Service at the level of Rs. 4500-5700/-.**

Health Education Officer

69.13 There is also one post of Health Education Officer in the scale of pay of Rs. 2000-3500/- recruited directly with a Master's Degree in Sociology and three years experience. On the basis of comparison with similar posts in the Institute of T.B. and Allied Diseases and non availability of promotion avenues, the Health Education Officer has demanded upgradation to the scale of pay of Rs. 2200-4000/-. **The qualifications prescribed for direct recruitment for this post do not justify a scale of pay higher than the existing one and we do not recommend upgradation.** The non-availability of career progression will be taken care of by our recommendations on the Assured Career Progression Scheme.

Prevention of Food Adulteration Division

69.14 Posts in the Prevention of Food Adulteration (PFA) Division comprise a Senior Investigator/ Team Leader in the scale of pay of Rs. 2000-3500/-, 3 posts of Research Assistant (PFA) (Rs. 1640-2900/-), 5 Technical Assistants (PFA) (Rs. 1400-2300/-) and 6 Food Inspectors also in the scale of pay of Rs. 1400-2300/-. Incumbents of these posts have demanded upgradation to the next higher scale citing stagnation as the sole basis. We are not convinced that upgradation will solve the problem of stagnation. Neither is upgradation justified in view of the existing qualifications and methods of recruitment. However, we observe that the minimum qualification for direct recruitment to the posts of Technical Assistants and Food Inspectors is Graduation. **These 11 posts should, therefore, be placed in the scale of pay of Rs. 1600-2660/-. No other change is called for.**

Medical and Non-medical posts

69.15 On the question of parity between the non medical and medical teaching staff the former have represented that their pay scales at entry in the teaching and research institutions of DGHS are lower than their medical counterparts, though the qualifications and duties are comparable. Since 1983 medical Lecturers have been redesignated as Assistant and Associate Professors

with entry at the level of Rs. 3000-5000/- while non-medical teaching staff continue to enter at the level of Rs. 2200-4000/-. The IV CPC had recommended that the pay scales of non-medical teaching staff of the medical teaching institutions under the Central Government should be the same as for the medical teaching staff. We feel that the disparity is not unjustified. While a CHS teaching specialist enters service at a minimum age of 30 years with post-graduate medical qualifications, a non-medical Lecturer enters at an average age of 24 years, without completing his research. Considering the qualifications and background, parity is not recommended between medical and non-medical teaching posts.

Standardising Designations

69.16 In the Directorate General of Health Services we observe the use of a number of different designations for posts carrying comparable pay scales and also the same designations being in more than two different pay scales. The use of double adjectives such as "Deputy Assistant" does not reflect the actual hierarchical role of the post. Accordingly, we recommend that the Directorate General of Health Services should adopt standard designations as follows:

Standard Designations in DGHS

Pay Scale	DESIGNATION Existing	Proposed	No.of Posts
Rs.5900- 6700	Addl.Dy.Director General of Health Services/Dy. Director Gen. of Health Services.	Joint Director General of Health Services	15
Rs. 5100- 5700	DDG (Stores)	Dy.DGHS (Stores)	1
Rs. 4500-5700	Asstt. DDG of Health Services -	Asstt. DGHS Grade-I	6
Rs. 3700-5000	Asstt..DG Dy.Asstt. DG of Health Services/ Asstt. DG (Stores) Dy.Director (Library)	Asstt. DGHS Grade-II	11

Rs.3000-4500	Dy.Asstt. Director (Stores)	Dy.Director Health Services (Stores)	3
	Asstt.Director (Library)	Dy.Director (Library)	4
Rs.2200-4000	Asstt.Director	Asstt.Director Health Services	

General Pay Scales

69.17 As regards demands relating to the remaining posts, their pay scales and allowances and other conditions of service necessary recommendations have been made in the relevant Chapters of this Report.

MEDICAL EDUCATION, TRAINING & RESEARCH

69.18 The Ministry regulates bodies for monitoring the standards of medical education. promoting training and research activities with a view to sustaining and research activities with a view to sustaining the production of medical and para-medical manpower to meet the requirements of health care delivery system at the Primary, Secondary and Tertiary levels in the country.

ALL INDIA INSTITUTE OF HYGIENE AND PUBLIC HEALTH, CALCUTTA

Introduction

69.19 All India Institute of Hygiene & Public Health (AIIH&PH) Calcutta, one of the Pioneer Institutes in the field of Public Health in the country, was established on December 30,1932. Since its inception, the Institute has been engaged in post-graduate teaching and research in various disciplines of public health and related sciences to fulfil its objectives. The Institute provides regular service to the people through urban and rural health centres. In addition, the Institute provides technical and consultative services to various State Govts., industries and organisations throughout the country.

Organisational set-up and distribution of establishment

69.20 The Institute is headed by a Director in the scale of Rs.5900-6700/- who looks after administrative, research and academic management of the organisation. Administrative assistance is provided by an Additional Director and an Administrative Officer, supported by four office Superintendents and ministerial staff. The Institute has a well-qualified and highly experienced teaching faculty. At present, there are about eleven academic departments in the Institute, each headed by a Professor or an Associate Professor. There are 678 employees in the Institute -63 in Group A, 54 in Group B, 330 in Group C and 231 in Group D.

Demands in Memoranda

69.21 In the memoranda received by us, upgradations have been sought by the Medical and Non-medical demonstrators, Tutor Dietician and Health Assistants Another issue that has been raised is for grant of parity between Medical and Non-medical Demonstrators in terms of pay-scale and career

progression.

Our recommendations Medical Demonstrators

69.22 There are 24 posts carrying MBBS qualifications in the scale of pay of Rs.2000-3200. They are called by various designations like Medical Demonstrators, Rural Medical Officer, Field Instructor, Assistant Medical Officer, etc.. They have demanded upgradation to the scale of pay of Rs.2200-4000 as also grant of Group A status. There are still others in the scale of Rs.2200-4000 also carrying similar designations and qualifications, but classified as Group B non-gazetted. The Fourth CPC had recommended that all allopathic doctors having MBBS degree in the pay scale of Rs.650-960 or 650-1200 should be upgraded and given the scale of pay of Rs.2200-4000. All the above posts were in the pre-revised scale of pay of Rs.650-960, but only some of the posts were placed in the scale of pay of Rs.2200-4000 without change in status. They are registered doctors and also in receipt of Non-practising allowance. **We recommend that all posts of Medical Demonstrators in the Institute requiring at least an MBBS degree as minimum qualification may be upgraded and merged in the proposed Central Health Service as General Duty Medical Officers. Accordingly the posts of Rural Medical Officer of Health, Field Instructor (Medical), Assistant Medical Officer (VD), Assistant Bacteriologist, Research Assistant (Medical), Lady Medical Officer and Medical Officer, all in the scale of pay of Rs.2000-3200, should be upgraded to the scale of pay of Rs.2200-4000 and merged with the proposed Central Health Service as General Duty Officers. Their designations should also be similar to the designations under the Central Health Service.**

Non-medical Demonstrators

69.23 The Non-medical Demonstrators have represented that on the recommendations of the 4th CPC, medical and non-medical Assistant and Associate Professors working in the Institute and JIPMER were given equal pay scales. They have suggested that the same analogy, should apply to medical and non-medical demonstrators as well. Non-medical Demonstrators require to be post-graduates by qualification and are presently working in the scale of pay of Rs.1640-2900. Keeping in mind the qualifications of the two categories, we do not recommend parity. However, **they should be upgraded to the scale of pay of Rs.2000-3500, and provided two dynamic assured career progressions to the scales of Rs.2500-4000 and Rs.2200-4000, at the end of the 8th and 16th year of service, respectively.**

Tutor Dietician

69.24 The Tutor Dietician is in the scale of pay of Rs.2000-3500, and is recruited by promotion from among Non-medical Demonstrators (Biochemistry & Nutrition) with 3 years' service in the grade. We have already recommended above that Non-medical Demonstrators being post-graduates under direct recruitment may be placed in the scale of pay of Rs.2000-3500. Qualifications prescribed for the Non-medical Demonstrator (Biochemistry & Nutrition) are M.Sc. in chemistry or biochemistry or nutrition, specialised training in nutrition or home science or bio-chemistry, and 3 years' of relevant experience. There is also one post of Dietician (Rs.1400-2300) in the Institute, which will be upgraded to the scale of pay of Rs.1640-2900 in accordance with our general recommend- dations for that category. **We recommend that the post of Tutor Dietician should be placed in the scale of pay of Rs.2200-4000. This along with the posts of Non-medical Demonstrators (Biochemistry and Nutrition) should be merged in the cadre of Dieticians, proposed in the relevant chapter.**

Health Assistants

69.25 The Institute has 25 posts of health Assistants (Rs.1200-2040), 16 female and 9 male. Upgradation of these posts has been demanded drawing a comparison with counterparts in the Port/Airport Health Organisation, where Sanitary/Health Inspectors are stated to have been redesignated as Health Assistants. and are in higher scales of pay, though with comparable qualifications. We have considered the demand but a higher placement not seem to be justified for Health Assistants in this Institute. Accordingly, **we recommend that Health Assistants may be placed in the scale of pay of Rs.1320-2040 at entry, with two dynamic assured career progressions to the scales of pay of Rs.1400-2300 and Rs.1600-2660.**

CENTRAL RESEARCH INSTITUTE, KASAULI

Introduction

69.26 Central Research Institute, Kasauli, is a pioneer Institute for the production and quality control of immunobiologicals, vaccine-related research, teaching and for imparting training to trainees from not only India but also South and South-East Asian Countries. The Institute is also a referral Centre for treatment and management of dog and snake bite cases and acts as a consultancy centre for Hydrophobia cases, referred from various parts of Northern India. The Institute has the National Surveillance Centre for Influenza, a WHO Collaborative Centre.

Organisational set-up and distribution of establishment

69.27 The Institute is headed by a Director. an officer of the Central Health Service, in the scale of pay of Rs.5900-6700. He is assisted by 25 other medical and non-medical scientists. There is also one Factory Manager and two Veterinary Officers in Group A. Out of a total of 842 employees in the Institute, 29 are in Group A, 32 in Group B, 228 in Group C, and 552 in Group D.

Demands in Memoranda

69.28 In the demands made in memoranda to us, the issue of parity in pay scales and promotions of Non-Medical scientists with medical scientists in Group A has been raised. Extension of FCS to Group A non-medical scientists working in the Institute, in particular, and the Ministry, in general, has been demanded. Career progression and upgradation of the pay scale have been sought for the Assistant Technical Officer and Technical Supervisors, by increasing the percentage of promotion to Group A level along with grant of risk allowance to officers of Group B & C, as for the Group A Officers.

Veterinarians

69.29 There is a post of Veterinary Assistant Surgeon in the scale of pay of Rs.2000-3500. In accordance with our general recommendations on the category of Veterinary Officers and Veterinarians, **this post should be upgraded to the scale of pay of Rs.2200-4000 and, along with the two posts of Veterinary Officers, be encadred in the proposed Central Veterinary Service.**

Parity between medical and non-medical posts.

69.30 The Group A non-medical Scientists have stated that they are highly specialised scientists and are in no way less educated, qualified or experienced than their medical counterparts. They have claimed that they are also listed in the licenses issued by the Drug Controller for manufacture of immunobiologicals. Despite the above. the pay-scales and promotions of non-medical scientists of the DGHS are not comparable to medical scientists. Non-medical scientists are given only in-situ promotions upto the scale of pay of Rs.5900-6700. on a personal basis.

We observe that medical scientists, as part of the specialist sub-cadre of the CHS have in-situ promotions only upto the level of Rs.4500-5700. The pronouncements of the Supreme Court in writ petition No.1018 of 1989, in matters of pay-scales, promotions and allowances (except NPA) have already been implemented. The administrative Ministry has advised against any further changes in the existing position. Elsewhere in this chapter, we have not recommended parity of medical and non-medical personnel even in the teaching institutions. We do not see any justification for any further changes as demanded. **Parity between medical and non-medical scientists is not recommended in view of the Ministry's advice.** The provisions of Assured Career Progression will apply in the Institute, as per the general recommendations.

Te· ·ical Su, ·vision

69.31 There are 39 posts of Technical Supervisors in the scale of Rs.1400-2300, filled 80% by direct recruitment with graduation as the minimum qualification and 20% by promotion through a limited Departmental competitive examination for Laboratory Technicians with 3 years' service. The Technical Supervisors form the feeder grade for 21 posts of Assistant Technical Officer in the scale of pay of Rs.1640-2900, and having a minimum of matriculation as educational qualification. **We recommend that Technical Supervisors being graduates at direct recruitment and promotion posts for Laboratory Technicians should be placed in the scale of pay of Rs.1600-2660.** The designation of Laboratory Technician here does not conform to our general recommendations on this category **and should be redesignated as Laboratory Assistant Grade II. Accordingly, Laboratory Assistants in the scale of pay of Rs.975-1540 may be redesignated as Laboratory Assistants Grade III. To fall in line with our general proposals on this common category, 10 posts of Laboratory Assistant Grade II may also be upgraded to the scale of Rs.1400-2300 and redesignated as Laboratory Assistant Grade I.** To maintain relativities between the Technical Supervisors on the Laboratory side, **the two posts of Technical Supervisors (Electrical) should also be placed in the scale of pay of Rs.1600-2660.** The posts of Assistant Technical Officer (ATO) in the scale of Rs.1640-2900 being promotion posts for the Technical Supervisors, have direct promotion avenues to the extent of 33-1/3% to 14 posts of Deputy Assistant Directors (Rs.2200-4000). To bridge this gap, **10 posts of ATO should be placed in the scale of pay of Rs.2000-3500. They may be filled entirely by promotion, and redesignated as Technical Officers.** The remaining 11 should continue in their existing scales of pay.

Status of the Organisation

69.32 In our chapter on optimising the size of scientific services, we have already expressed our opinion that R&D activity can generally best be handled by autonomous institutions like the ICAR, ICMR, CSIR, etc. **We recommend that the Central Research Institute and any other Institute of the same type being oriented to Research and Development, should also be made autonomous.**

General pay-scales

69.33 In view of our recommendations in the matter of Flexible Complementing Scheme and risk allowance, made in the relevant chapters, we do not recommend their extension to the Group B and C posts. The relevant chapters may also be referred to for general replacement scales.

NATIONAL TUBERCULOSIS INSTITUTE

Introduction

69.34 The National Tuberculosis Institute(NTI), Bangalore was established in the year 1959 to evolve nationally applicable methods of TB Control and a training key personnel for the TB Control Programme. Apart from training of district TB teams, it also undertakes refresher courses for District TB Centre personnel, re-orientation, training and seminars for senior health administrators and professors of Medical Colleges etc. The Institute is engaged in important epidemiological, sociological, bacteriological and operational research connected with the TB control programme and provides suitable technical guidance to the District TB Centres. The Institute is given responsibility of monitoring the District TB Control Programmes in the country.

Organisational set-up and distribution of establishment

69 35 The Institute is headed by a Director in the pay scale of Rs.5900-6700 for all matters of policy and administration. He is assisted by one Additional Director (Rs.5900-6700) and other specialists and general duty officers of the Central Health Service. There are 213 employees in the Institute, 15 each in Group A and B, 115 in Group C and 68 in Group D.

Veterinarians

69 36 There is a post of Veterinarian (Rs.2000-3500) recruited directly with qualifications of post-graduation in Veterinary Science. In accordance with our general recommendations for this category, **we recommend that this post be upgraded to the scale of pay of Rs.2200-4000, and encadred in the proposed Central Veterinary Service.**

Field Investigators

69 37 Field Investigators in the Epidemiology section of the Institute, in the scale of pay of Rs.1350-2200, seek the scale of pay of Rs.1400-2300 at par with their counterparts in Department of Personnel, National Statistical Organisation, etc. with provision of adequate promotion avenues. There are at present 7 posts in this grade, recruited directly with minimum qualifications of graduation and 5 years' experience in the field of tuberculosis research work. The hierarchy above this entry level is Investigator/ Team Leader (3 posts) (Rs.1400-2300) and a Senior Investigator Rs.1640-2900, filled entirely by promotion Keeping in mind the qualifications of the posts, **we recommend that the Field Investigators should be upgraded to the scale of pay of Rs.1600-2660. Consequently, Investigators/Team Leaders should be placed in the scale of pay of Rs.1640-2900 and the Senior Investigators in Rs.2000-3500**. The provisions of the Assured Career Progression Scheme will suffice in meeting their demands for adequate promotion opportunities.

RAJKUMARI AMRIT KAUR COLLEGE OF NURSING

Objectives role and activities

69 38 The premier institution for providing academic inputs for a nursing career is the Rajkumari Amrit Kaur College of Nursing (RAKCON), New Delhi It is a teaching institution affiliated to the Delhi University. Its administrative control vests with the Ministry of Health & Family Welfare, of which the RAKCON is a subordinate office. This is the only Central Government Departmental institution offering degree and above courses in nursing Similar nursing education is also provided by the All India Institute of Medical Sciences (AIIMS), which awards its own qualifications/ degrees, and the PGIMER,

Chandigarh, affiliated to the University of Punjab. Both of these are, however, autonomous bodies. All the Colleges of Nursing prepare nurses for the B.Sc. (Nursing) degree (Basic/post-basic) and Post-graduate nursing degree. RAKCON in addition has M.Phil and Diploma in Nursing Education and Administration Programmes. In contrast, the Hospital Schools of Nursing assist in the professional preparation of a nurse, awarding diploma qualifications in nursing and midwifery. The college also provides advice and consultancy on nursing education matters to States, UTs and also developing countries.

Organisational Set-up and distribution of Establishment

69.39 Headed by Principal in the scale of pay of Rs.3700-5000/-, the College has a total staff strength of 200. Of these are in Group A, 15 in Group B, 71 in Group and 102 in Group D. There is also a Chief Medical Officer in the scale of pay of Rs.4500-5700/- who is from the Central Health Service. A majority of the posts are concerned with teaching functions in nursing as well as other streams, with the usual administrative and auxiliary support. Some staff are engaged in clinical duties as well.

Demands

69.40 The main demands of the teaching personnel relate to upgradation comparable to University and College teaching professionals. At the time of fixing the pay-scales for various levels of faculty in the Nursing Education Sector, these were fixed equivalent to their counterparts in the Nursing Services stream It has been argued that since nursing education at the college level has now come into the mainstream of professional education, the pay-scales of nursing faculty should also be brought at par with the colleges under the UGC pay scales. Upgradation has also been sought by Home Sisters, Assistant Home Sisters, Physical Education Instructors and Lecturer in Physics alongwith adequate career avenues.

Teaching Nurses

69.41 In the matter of grant of UGC pay scales to the teaching nurses, the Third CPC did not agree to the demand keeping in mind the qualifications and nature of duties. The Fourth CPC did not consider the demand. No justification has been placed before us except the fact that the institution awards a professional degree. The nature of duties and qualifications of the faculty have, not undergone any change since the Third CPC. **We do not, therefore, recommend UGC scales for the college.**

Group A Posts

69.42 The Third CPC did not favour upgrading the Principal beyond the level of the Nursing Adviser. While considering the demand for upgradation of various posts and providing promotion avenues, we note that direct recruitment takes place among the teaching nurses at different levels spread across Groups A, B and C, including the Principal and Vice Principal. The lowest rung of Group A itself is a promotional dead-end. Except for the Vice Principal and Clinical Instructor, none of the direct recruits have any promotion avenues. In our opinion, a restructuring of the teaching hierarchy is absolutely essential. **We recommend that the post of Principal should be upgraded to the level of Rs.4500-5700, as head of the institution, keeping in mind the prescribed qualifications and duties, and the fact that a post of Chief Medical Officer also exists in that scale as part of the CHS. The post of Principal should be filled by promotion in the first instance from the level of Professor (Nursing), with qualifications prescribed for direct recruitment. Professor (Nursing) should be upgraded to Rs.3700-5000, consequent on the rationalisataion of the scale of pay of Rs.3000-5000, and filled by promotion from the grade of Vice Principal(Rs.**

3000-4500/-). The scale of pay of Vice Principal will remain unchanged. **However, recruitment to this post should be made by promotion from among Senior Lecturers in the field of Nursing.** The post of Director (Child Guidance Clinic) (Rs.3000-4500) is recruited directly with qualifications of a Master's degree in Psychology with 8 years' experience. The post has no promotion avenues. **We recommend that future recruitments to this post should be made by promotion of Senior Lecturer (Psychology).** The present incumbent will be covered by our recommendations on assured career progression.

Senior Lecturers

69.43 There are 5 posts of Senior Lecturers (Rs.2200-4000) in the Nursing stream, and one each in Education and Psychology. They will continue in the same scale of pay **Senior Lecturers in the Nursing stream may be filled 75% by promotion and 25% by direct recruitment,** as there are 5 feeder posts of Senior Tutor to the 5 posts of Senior Lecturer. Senior Lecturer in Education will have to remain isolated and filled by direct recruitment, subject to the Assured Career Progression recommended for Group A posts. **The Senior Lecturer (Psychology) may be filled by promotion from among the Clinical Psychologist and Lecturer Psychology, failing which by direct recruitment, as all the three posts are required to possess the same qualifications and experience.**

Senior Tutors and Tutors

69.44 There are five posts of Senior Tutors in the same scale of pay as the feeder grade of 12 Tutors (Rs 2000-3200). Consequent on the rationalisation of the scale of pay of Rs.2000-3200, 12 Tutors, the Speech Therapist and Clinical Psychologist will be placed in the scale of pay of Rs.2000-3500, with assured career progression to the levels of Rs.2500-4000 and Rs.2200-4000, respectively. **We recommend that five posts of Senior Tutors may be placed in the scale of pay of Rs.2500-4000. 50% of these should be filled by direct recruitment with a minimum qualification of post graduation in nursing. The remaining 50% should continue to be filled by promotion, without diluting qualifications.** Clinical Instructors will continue to be recruited in the scale of pay of Rs.1640-2900, as at present. **However, Physical Training Instructor, presently in the scale of pay of Rs.1400-2600 may be upgraded to the scale of pay of Rs.1640-2900 in view of the qualifications of degree plus a diploma in Physical Education.** Both categories will have assured career progression to the scales of pay of Rs.2000-3500 and Rs.2500-4000, respectively.

Home Sisters and Assistant Home Sisters

69.45 Two posts each of Home Sister and Assistant Home Sisters, are recruited in the scale of pay of Rs.1400-2300, the former 50% by promotion and 50% direct recruitment and the latter entirely by direct recruitment. While the qualifications prescribed for the Home Sisters are a Degree/Diploma in Home Science/ Registered Nurse/Midwife (RNRM) with 5 years' experience as warden, the Assistant Home Sisters require a matriculation with diploma in catering or an RNRM qualification with 3 years' experience of Housekeeping. The post of Home Sister is a promotional one for the Assistant Home Sister, though both are in the same grade. The administrative Ministry has informed us that the Work Study Unit has justified the creation of a post of Hostel Superintendent in the College, and the matter is receiving their attention. **We are of the opinion that since the post of Home Sister is a promotion post for the Assistant Home Sister, it should be upgraded to the scale of pay of Rs.1640-2900. The Assistant Home Sisters should in future have qualifications of a 3-year diploma in catering after 10+2, and be placed in the scale of pay of Rs.1600-2660.** We also recommend

that if the present incumbents in the post of Assistant Home Sister possess these qualifications, they should also be upgraded accordingly. Following the recommendations of the SIU, one post of Home Sister should also be upgraded to the scale of pay of Rs.2000-3500, designated as Hostel Superintendent and be filled by promotion.

Physics Lecturer

69.46 There is a post of Lecturer in Physics in the scale of pay of Rs.2000-3200 recruited directly with post-graduate qualifications in Physics, that has no promotion avenues. Based on arguements emanating from the Third CPC's recommendations, the incumbent has demanded the scale of pay of Rs.2200-4000, with adequate career prospects. Consequent on the rationalisation of the scale of pay of Rs. 2000-3200/-,the scale of pay of Rs.2000-3500/- will apply to the level of Lecturers in this College. Keeping in mind the qualifications of the post of Lecturer in Physics, we do not recommend upgradation. As regards promotions, the scheme of Assured Career Progression, recommended elsewhere, will apply

Other posts

69.47 For all the remaining posts and demands, we have made our recommendations in the relevant chapters of this report.

OTHER POSTS OUTSIDE THE SECRETARIAT

69.48 There are about 14 other institutions in this category of Medical teaching, training & research institutes employing over 8700 employees. The Group A posts comprise the Central Health Service posts and the non-medical Scientists, while the remaining staff form part of the para-medical, laboratory and scientific staff categories, with the usual office support infrastructure. We have made our recommendations in the relevant chapters for these posts.

ORGANISATIONS CONNECTED WITH MEDICAL RELIEF AND SUPPLIES

General

69.49 The Department of Health organises facilities for health care and medical relief through its public hospitals, namely Safdarjung and Dr RML hospitals, and other health care preventive organisations. The Department also assists in investigation for serological and chemical examination and provides other testing and laboratory services through a number of institutions. The main issues relating to these organisations are discussed in the succeeding paragraphs.

CENTRAL DRUGS LABORATORIES

Introduction

69.50 There are three Central Drugs Laboratories in India, one each at Calcutta, Mumbai and Chennai. They are engaged in testing samples of imported drugs, and act as appellate laboratories under Drugs and Cosmetics Act and as Government Analysts for 21 States and Union Territories as well as for samples drawn by the Central Drug Inspectors. They also supply reference standard of various drugs to drug manufacturers. The laboratories also organise training

programmes on instrumental methods of analysis of drugs as also pharmacological and toxicological methods of testing them.

Organisational set-up and distribution of establishment

69.51 Each laboratory is headed by a Director. Directors' at Central Drugs laboratory (CDL). Calcutta and Mumbai are in the pay scale of Rs.4500 5700/- whereas Director at CDL, Chennai has been placed in the pay scale of Rs.3700-5000/-The total staff of the Laboratories is 245, distributed as follows :-

Laboratory	Group				Total
	A	B	C	D	
Calcutta	12	30	66	50	158
Bombay	3	5	31	13	52
Madras	3	3	13	16	35
Total	**18**	**38**	**110**	**79**	**245**

Demands

69.52 Demands have been made to us regarding the upgradation of the pay scale of the post of Director (CDL) Chennai . Upgradation has also been asked for by Jr.Scientific Asstt.,Associates, Pharmachemist Technical Officers, Research Asstt. and Sr. Scientific Assistant. Parity of pay scales has been demanded for similar posts at all the three centres.

Our recommendations Director,CDL

69.53 Since the functions & responsibilities of the Director in charge of all the three Central Drugs Laboratories are comparable, **the pay scale of Rs.4500-5700 is recommended for the Director, Central Drugs Laboratory, Chennai also.**

Junior Scientific Officer, Associate Pharmachemist and Technical Officer

69.54 There are five posts of Jr. Scientific Officer, Associate Pharmachemist and Technical Officer in the scale of pay of Rs. 2000-3500. They are recruited directly to the extent of 66-2/3% with qualifications of Masters in Science with Pharma-Chemistry/Organic Chemistry/Pharmacy and 2 years' experience. The remaining 33-1/3% are filled by promotion from among Research Assistants (Rs.1640-2900) (Pharma-Chemistry) with 3 years' service failing which by direct recruitment. There are 3 other similar posts in the Bio-Chemistry stream also in the scale of pay of Rs. 2000-3500 recruited with the same methods as described above. **In view of the essential qualification of P.G degree in Pharma-chemistry/biochemistry for the posts of Jr.Scientific Officer/Associate Pharmachemist/ Technical Officer and it being a promotion post for Asstt. Chemist/Research Asstt, these posts should be placed with Rs.2500-4000, and the posts should be filled entirely by promotion.**

Research Assistant and Senior Scientific Assistant

69.55 There are 23 posts of Research Assistants (Pharmaceutical Chemistry) and Sr. Scientific Assistants in the scale of pay of Rs.1640-2900 The 8 Research Assistants are recruited by promotion from among Assistant (Masters with 3 years' service) failing which direct recruitment. The minimum qualifications for direct recruitment is M Sc. (Pharma-chemistry/Organic Chemistry/pharmacy) Of the 15 posts of Sr Scientific Assistants, 50% are filled by promotion from

among Jr.Scientific Assistants with 5 years of service failing which by transfer on deputation. The remaining 50% are filled by direct recruitment with post graduation in Bacteriology/ Bio-Chemistry etc. **The pay scale of the posts of Research Asstt./Sr.Scientific Asstt.should be upgraded from Rs.1640-2900 to Rs.2000-3500, as they possess M.Sc.degree.**

Junior Scientific Assistant, Assistant Master and Assistant Biochemist

69.56 There are 23 posts of Jr. Scientific Assistants, Asstt.Masters and Asstt.Bio-Chemists in the scale of pay of Rs.1400-2300 . 50% of these posts are filled by direct recruitment with B.Sc (Chemistry) qualifications and 50% by promotion from among Sr.Laboratory Assistants. We have already made our recommendations on laboratory Assistants and Technicians elsewhere in this Report. **The essential qualification required being degree in Chemistry, it is recommended that the pay scale of Jr.Scientific Asstt. may be upgraded from Rs.1400-2300 to Rs.1600-2660.**

Unification of technical posts

69.57 We find that posts in different Scientific Streams have similar technical qualification. **The Ministry may consider organising these posts into a single cadre.**

INDIAN PHARMACOPOEIA LABORATORY

General

69.58 The Organisation is one of the Pioneer Pharmacopoeia Laboratories in the field of research and analysis.The Organisation is headed by a Director in the pay scale of Rs. 3700-5000. He looks after the administrative and analysis process of the organisation. He is assisted by a Deputy Director who is in the pay scale of Rs. 3000-4500. The staff strength of the organisation is 42 (9 in Group A, 6 in Group B, 18 in Group C and 9 in Group D).

General Pay Scales

69.59 Our recommendations on the pay scales and service conditions etc made in the relevant chapter will apply to these posts.

MEDICAL STORES ORGANISATION

Objectives, role and Activities

69.60 The Medical Stores Depots were established in different parts of the country under Medical Stores Organisation (MSO), primarily to meet the needs of Army Units in respect of medicines, surgical instruments and other supplies. Subsequently, the services of the depots were made available to civil institutions also. The Army established its own separate Depots in 1942 and the parent Medical Stores Organisation was transferred is the control of Department of Education, Health & Lands (now Ministry of Health & Family Welfare). Since then MSO has been functioning as a subordinate office of the Ministry of Health & FW and is being administered through the DGHS. MSO is responsible for the procurement and supply of quality medical stores, including equipment, to various hospitals and dispensaries all over the country at the most economical rates. The MSO procures various drugs and other items for implementation of the National Health Programmes. It receives supplies from international agencies like UNICEF, CIDA, WHO, USAID etc and distributes them to various parts of the country. During natural calamities like drought, cyclones, floods and earthquakes, the MSO plays an important role in supplying life - saving drugs on emergent basis under Civil Defence Programme. The Organisation also arranges gift supplies to foreign

countries at the instance of the Ministry of External Affairs on behalf of the Government of India.

Organisational set-up and distribution of establishment

69.61 Headed by an Additional Director General (Medical Stores) in the scale of pay of Rs. 5900-6700, the Medical Stores Organisation consists of 7 Depots, one each at Chennai,Mumbai, Calcutta, Hyderabad, Guwahati, Karnal and Delhi. The Depots at Calcutta, Chennai and Mumbai, each have a laboratory attached for analysis and quality control. Each Depot is under the charge of a Deputy Assistant Director General (Medical Stores) (Rs.3000-4500), with a Depot Manager (Rs 2200-4000) each. The organisation has 8 Labour Officers and a Factory Manager also, in the scale of pay of Rs. 2200-4000 There are about 1820 employees in the MSO. Group A comprises 16 Officers, 47 are in Group B, 955 in Group C and 802 in Group D.

Demands in Memoranda

69.62 The memoranda received by us from the various associations and unions of the organisation, relate to upgradation of the scale of pay of the Industrial Establishment Officer, Senior Stores Superintendents, Stores Superintendents, Assistant Chemists and Junior Scientific Assistants. The employees performing outdoor duties have also demanded an allowance for such duties, along with enhancement of night weightage and washing allowance.

Our recommendations Scientific Staff

69.63 There are 14 posts of Junior Scientific Assistant in the scale of pay of Rs.1400-2300 at Laboratories of the Depots at Calcutta and Chennai, and Rs.1320-2040, at Mumbai. This is a 100% direct entry level for the technical stream with a degree in Pharmacy/ Pharmaceutical Chemistry or Degree in science with chemistry as a subject and 3 years' experience The posts of Assistant Chemists (10) are the next promotion level, wherein the posts at Calcutta and Chennai are in the scale of pay of Rs.1600-2660 and at Mumbai in the scale of pay of Rs.1400-2300. These posts are filled by promotion, failing which by direct recruitment. Assistant Chemists have 75% promotion avenues to 7 posts of Senior Scientific Assistants, all in the scale of pay of Rs.1640-2900. Direct recruitment at this level, to the extent of 25%, prescribes post-graduate qualifications. The differences in the scales of pay at Mumabi and the other Depots is due to recommendations based on a study by the Staff Inspection Unit of Calcutta and Chennai Depots. This study has not been carried out at Mumbai. Keeping in mind the qualifications of the posts at different levels, we **recommend retention of the three tier structure at all the centres with the following scales of pay:-**

NOMENCLATURE	SCALES OF PAY:	
	EXISTING	PROPOSED
JSA	Rs 1400-2300/ Rs.1320-2040	Rs.1600-2660
Asstt. Chemist	Rs.1600-2660/ Rs.1400-2300	Rs 1640-2900
SSA	Rs.1640-2900	Rs.2000-3500

Stores Staff

69.64 Stores Superintendents (Rs.1400-2300) and Senior Stores Superintendents (Rs.1600-2660) have also asked for upgradation to the next higher scales. In accordance with our general recommendations in the relevant chapter on common categories, **Stores Superintendents should also be upgraded to 1600-2660, and Senior Stores Superintendents to the scale of Rs.1640-2900.**

Allowances

69.65 We have examined the system of night weightage allowance with similar allowances in other organisations and find that it is adequate in its present form. We do not recommend any change therein. Washing allowance is presently paid to the eligible staff @ Rs.15 per month. In accordance with general recommendations on the subject, **washing allowance may be doubled to Rs.30 per month.** We are not in favour of Outdoor duty allowance, as this kind of duty for the medical stores staff is of intermittent nature, and other means are available to meet such requirements. 69.66 As regards other demands and general pay scales our recommendations made in the relevant chapters may be referred to.

PORT/AIR PORT HEALTH ORGANISATION

Objectives, role and Activities

69.67 Arrangements for Health Clearance and Quarantine Administration at the eight major ports and five International Airports in the country are made by the Central Government under the Indian Port Health Rules, 1955 and Aircraft (PH) Rules, 1954. The objective of the Port and Airport Health Organisation is to prevent international spread of communicable diseases, and prevention of entry of yellow fever into the country through passengers coming from notified endemic countries.

Organisational set up and distribution of Establishment

69.68 4 Port Health Officers in the scale of pay of Rs. 4500-5700/- head the administration within the organisation. Port/ Airport Health Organisation has 512 employees in different grades - 67 are in Group A, 168 in Group C and 277 in Group D. There are no Group B posts in the organisation. All the 67 posts in Group A in the various units of this organisation are part of the Central Health Service. The Group C and D personnel comprise the common para-medical, laboratory and other categories.

Demands in Memoranda

69.69 Memoranda received by us from the Associations/individuals have raised issues mostly pertaining to the larger common categories in the para-medical fields. Besides, upgradation of the pay scale of Sanitary Inspectors working in Port/ Airport Health Organisation, from Rs. 1200-2040/-to Rs 1400-2300/-, has specifically been demanded on the basis of the prescribed essential qualifications and duties and pay scales of comparable personnel in other departments.

Our Recommendation - Sanitary Inspectors

69.70 Sanitary Inspectors enter the organisation with qualifications of matriculation plus diploma for Sanitary Inspectors, in the scale of pay of Rs.1200-2040. The posts are filled 75% by direct recruitment, and 25% by promotion of Insect Collectors. These 52 Inspectors have claimed that they too perform round-the-clock duties like Inspectors in the Customs and Immigration Deptt., who are in higher scales of pay of Rs 1640-2900. Earlier, they were in the same scales of pay before the 3rd CPC. An Anomalies Committee of the Department has already considered the matter and recommended the scale of pay of Rs 1400-2300 for Sanitary Inspectors. The administrative Ministry has suggested that the posts should be upgraded. We observe that 28 posts of Insect Collectors, forming feeder

to the Inspectors, are in the scale of Rs.950-1500. There is also a Selection Grade of 4 posts for the Sanitary Inspectors in the scale of pay of Rs. 1400-2300. The entry level will be automatically rationalised from Rs.1200-2040 to Rs.1320-2040 in accordance with our general recommendations on pay-scales. **Keeping in mind the qualifications prescribed for entry into the grade, and the nature of duties, we recommend the following three-grade structure for Sanitary Inspectors:-**

Sanitary Inspector Grade III	Rs.1320-2040
Sanitary Inspector Grade II	Rs.1400-2300
Sanitary Inspector Grade I	Rs.1600-2660

There are some posts of Insect Collector in the scale of Rs.1200-2040. Their scale will also be rationalised to Rs.1320-2040. **These posts may be merged with the posts of Sanitary Inspector Grade III.**

Other posts

69.71 The Group A posts, which belong to the Central Health Service, have been considered in the relevant chapter. The posts of Pharmacist, Radiographer, Nurse, Dark Room Assistant and Lab Assistant are para-medical posts for whom common dispensations made in the concerned Chapter will apply.

SAFDARJUNG HOSPITAL, NEW DELHI

Introduction

69.72 Safdarjung Hospital is the largest hospital under the Ministry of Health & FW having all disciplines and providing all emergency services round the clock. The hospital has a bed strength of about 1531 including 174 bassinets for new born infants. The daily average of out patients visiting the hospital is around 4800.

Organisational structure

69.73 Headed by the Medical Superintendent (Rs.5900-6700), there are about 4009 employees in the Hospital, 332 in group A, 102 in group B, 2168 in group C and 1402 in group D. The distribution of posts as follows:-

Group	Medical			Pharmacy	Nursing	EDP	ADMN / ACCTS. & AUX	Other Para-Medical	Total
	SPLT	GDOs	Dental						
A	219	77	3	10	4	1	8	-	332
B	-	-	-	3	10	1	32	56	102
C	-	-	-	19	1190	2	432	525	2168
D	-	-	-	-	474	-	886	47	1407
Total	219	77	3	32	1678	4	1368	628	4009

***Excluding 544 Resident Doctors**

The Organised Central Health Service mans all the Group A medical posts other than those of Dental Surgeons. There are also other posts of para-medicals, scientific and technical personnel and the usual administrative and auxiliary support personnel.

Demands

69.74 From the demands received the various Association/Federation/individuals as well as demands raised during oral evidence, the main issues relate to upgradation & career progression of the Workshop Manager(Training) (Prosthetic & Orthotist), Asstt Admn/Accounts Officers and Health Educator in Regional STD Teaching, Training and Research Centre Medical photographers, being isolated posts, have sought creation of promotion opportunities.

Workshop Manager (Training) (Prosthetic and Orthotist.

69.75 There is one post of Workshop Manager,(Training) (Prosthetic and Orthotist) in the Safdarjung Hospital in the scale of Rs.2000-3200/- . He has sought to be at par with Prosthetic Engineer (Rs.3000-4500) of AIIPM & Rehabilitation, Deptt. of Prosthetics & Orthotics, Bombay. We observe that this post is filled by promotion from among limb fitters, brace makers (Rs.1400-2300), etc with 8 years service, failing which by direct recruitment. The qualifications for direct recruits under the failing which clause is matriculation with Diploma in Engg.and 5 years' experience. **In view of these provisions we consider that the existing scale of Rs. 2000-3200 is adequate for this post. Under the rationalisation of pay scales recommended by us, this pay scale will be upgraded to Rs. 2000-3500.**

Health Educator

69.76 Health Educator in Regional STD Teaching, Training & Research Centre, Safdarjung Hospital have demanded upgradation of pay scale from Rs.1400-2300/- to 1640-2900/-. **In view of the prescribed minimum qualifications and the fact of these posts being direct rectt. posts we recommend upgradation of this post to Rs.1600-2660/- to bring it at par with the other comparable posts, and also close the gap to the next promotion post of Health Education Officer.**

Medical Photographer

69.77 Medical Photographers working in Safdarjung Hospital have submitted that no promotion avenues are available to them and they have sought creation of promotion avenues. This is an isolated post, whose services can be obtained from the open market in the long-run. We do not recommend any change, in the pay scale of this post which is Rs.1400-2300. Two financial upgradation to the scales of Rs.1600-2660 and Rs.1640-2900 would also be available under the ACP Scheme. **After the post is vacated, services may be obtained from the open market.**

Other Posts

69.78 For the remaining posts our recommendations in the relevant chapters may be referred to.

ORGANISATIONS HANDLING OTHER HEALTH PROGRAMMES & PROJECTS

General

69.79 A number of measures are initiated by the Ministry to combat communicable, non-communicable and other major diseases, through its national programmes and projects for health care, for reducing mortality, morbidity and also a salutary effect on efforts to improve the quality of life of the common man. These programmes also reinforce the delivery of primary, secondary and tertiary health care throughout the country. The issue relating to these organisations are discussed hereunder

NATIONAL MALARIA ERADICATION PROGRAMME

Introduction

69.80 In April, 1953 Govt. of India launched the National Malaria Control Programme (NMCP) in collaboration with bilateral and international agencies. The objective of NMCP was to reduce malaria morbidity in the country to a level that the disease would cease to be a major public health problem. The encouraging results obtained during NMCP prompted the Govt. of India to switch the strategy from control of malaria to eradication in 1958 under National Malaria Eradication Programme(NMEP). Under this programme, the steps taken for control of Malaria include case detection and prompt treatment; vector control; anti- larval measures. Malariogenic stratification; and increasing awareness and participation of the community. This is a centrally sponsored scheme on 50:50 sharing basis between the Centre and the states.

Organisational set-up and distribution of establishment

69.81 . NMEP is headed by a Director in the pay scale of Rs.5900-6700 He is assisted by 6 Regional Directors, 4 in the pay scale of Rs.4500-5700 and 2 in the pay scale of Rs.3700-5000. There are 528 employees in the NMEP-68 in Group A, 14 in Group B, 360 in Group C and 86 in Group D. 59 of the 68 posts at the Group A level are in the organised Central Health Service in the Specialist and General Duty Streams.

Demands in Memoranda

69.82 A demand has been made for the merger of the posts of Lab Assistant/ Junior Technician (Rs.975-1540) and Lab. Tech/ Senior Technician (Rs.1320-2040).

Our Recommendations

69.83 We have already made general recommendations for Laboratory Technicians and staff elsewhere in the report, which will apply in this organisation as well. While we do not find justification for the proposed merger. We are in favour of making some structural changes keeping in mind these general recommendations. These are discussed in the next paragraph.

Laboratory Staff

69.84 There are 74 posts of Junior Technicians and Laboratory Assistants, of which 50% are filled by promotion from among Insect Collectors, and 50% by direct recruitment with B.Sc. qualification. They are eligible to be promoted, to the extent of 50%, to 56 posts of Senior Technicians on completing 5 years' service. Senior Technicians are 50% direct recruits with graduation in Science as basic qualification, and have 100% promotion opportunities to the posts of Research Assistants (Rs.1400-2300). The next and final higher level is that of 2 posts of Malaria Supervisor (Rs.1640-2900), filled 50% by promotion of Research Assistants with 5 years' service, and 50% by direct recruitment of candidates having M.Sc.(Zoology) with entomology as minimum qualification. There are also 6 posts of Malaria Inspector (Rs.1200-2040) filled by promotion of Laboratory Assistants or Junior Technicians with 5 years' service and possessing a certificate in the Health Inspectors' Course, failing which by Insect Collectors with 8 years' service and the necessary qualifications As already stated, we are not in favour of merger of feeder and promotion posts, and thus do not recommend merger of Lab Assistants (Junior Technicians) with Laboratory Technicians (Senior Technicians). However, keeping in mind the general pattern recommended for Laboratory Staff and Technicians, we recommend that the cadre structure, as given in the Annexe 69.1, should be adopted for the entire hierarchy described above.

CENTRAL FOOD LABORATORIES

General

69.85 The Central Government evaluates and monitors the working of the Prevention of Food Adulteration (PFA) Act in the States and UTs by collecting analytical data from Food Laboratories for standardisation purpose. It also ensures the quality of Food imported into the country under the Act. Four Central Food Laboratories have been established/ specified under the PFA Act which work as Appellate Laboratories for the purpose of samples lifted by Food Inspectors of States, UTs and local bodies. Two of these, the Central Food Research and Standardisation Laboratory, Ghaziabad, and the Central Food laboratory, Calcutta, are under the administrative control of the DGHS.

CFL

69.86 The Central Food Laboratory, Calcutta has a staff strength of 135 which includes 11 in Gr.A, 16 in Gr.B, 71 in Gr.C and 37 in Gr.D.

Our Recommendation

69.87 Our recommendations on pay scale etc. made in the relevant Chapter may be referred to for application to these posts

CENTRAL FOOD RESEARCH AND STANDARDISATION LABORATORY

CFRSL

69.88 The Central Food Research & Standardisation Laboratory (CFR&SL) is headed by a Director in the scale of pay of Rs. 4500-5700/- and has a total staff strength of 135. 11 of them, all non-medical scientists, are in Group A. The 16 posts in Group B include besides the technical staff, a Junior Administrative Officer. 71 Group C and 37 Group D personnel comprise the laboratory staff, technicians and common categories.

Demands

69.89 Besides the general demands and those relating to the common categories, which have been handled elsewhere in this report, upgradation has been asked for by the Junior Analysts along with merger with Senior Analysts. Technical staff have also sought upgradation based on recruitment qualifications and comparable positions in other organisations, besides suitable career avenues.

Our recommendations

69.90 There are 8 posts of Junior Analysts in the scale of pay of Rs. 2000-3200/- recruited 50% by promotion failing which is direct recruitment and 50% by direct recruitment with qualifications of Master's Degree in Science with Chemistry or Bio-Chemistry, or a degree in Food Technology with three years' experience. Senior Analysts (Rs. 2200-4000/-), on the other hand, are recruited by promotion from among Junior Analysts with five years' service, failing which by direct recruitment. The Administrative Ministry has suggested merger of the two posts at the level of Rs. 2200-4000/- as the qualification and duty requirements are similar. More so, because Junior Analysts are stagnating for the last 16 years. We have considered the matter but are unable to agree to the demand for merger. However, some restructuring in the technical cadres is possible as direct recruitment is observed to be taking place at every level from Technical Assistant to Junior Analyst

Restructuring of cadres

69.91 There are 15 posts of Technical Assistant in the scale of pay of Rs. 1400-2300/- forming the entry level with 50% direct recruitment of Science

Graduates with Chemistry. The remaining 50% are recruited by promotion from amongst Senior Laboratory Assistants. The next higher level is that of Senior Scientific Assistant and Senior Technical Assistant comprising 10 posts in the scale of pay of Rs. 1640-2900/-. 60% of these are filled by promotion of Technical Assistants with 5 years service and the remaining 40% by direct recruitment with qualifications applicable to the post of Junior Analyst. While our recommendations for laboratory staff will apply to this common category in the CRFSL, we recommend that the Technical Assistants may be upgraded to the level of Rs. 1600-2660/- recruited 50% by promotion from among the laboratory staff and 50% directly with the existing qualifications. The 10 posts of Senior Scientific Assistants/ Senior Technical Assistant should continue in the existing scale of pay and be filled 100% by promotion of Technical Assistant. Consequent upon rationalisation of the scale of pay of Rs. 2000-3200/-, the Junior Analysts should be placed in the scale of pay of Rs. 2000-3500/- filled 75% by promotion from among SSA/STAs and 25% by direct recruitment with the existing qualifications. The posts of Senior Analyst should also continue in the existing scale of pay and be filled 100% by promotion. No other change is called for in the cadre structure. Assured career progression suggested elsewhere in this Report will take care of the problem of stagnation.

Department of Family Welfare

Objectives, role and activities

69.92 The Department of Family Welfare formulates the policy and implements programmes relating to family welfare activities covering maternal and child health services, infrastructure and social safety net, supply of contraceptives, international aid for family welfare, urban family welfare programmes etc.

Organisational set-up

69.93 The Department of Family Welfare is headed by Secretary (FW) and has one subordinate office and 3 autonomous bodies. The Family Welfare Training and Research Centre, a subordinate office of the Department, provides training and research support to the Department's activities.

Establishment

69.94 The Department has a total staff strength of 744 personnel, of which 325 are technical personnel and the rest are secretariat staff. Breakup of these personnel is as follows:-

Group	Technical	Total
A	67	83
B(G)	27	63
B(NG)	40	104
C	191	322
D	--	172
TOTAL	325	744

General Pay-Scales

69.95 We have made recommendations in the relevant Chapters relating to pay scales, allowances and other issues for various categories of personnel which would equally apply to the personnel in this dept.

FAMILY WELFARE TRAINING AND RESEARCH CENTRE

Introduction

69.96 The organisation is one of the pioneer training & research centres in the field of Family Welfare. It is engaged in Training and Research work on Family Welfare.

Organisation & Establishment

69.97 The Organisation is headed by a Director in the scale of Rs. 4500-5700 who looks after the administrative, research and training management of the organisation. Administrative assistance is also provided by Deputy Director. There are 59 employees in the organisation - 4 in Group A, 10 in Group B, 25 in Group C and 20 in Group D.

General pay scales

69.98 Our recommendations on pay scale, service conditions etc. made in the relevant Chapter may be referred to for application to these posts.

Department of Indian Systems of Medicine and Homoeopathy

Objectives, role and activities

69.99 The Department of Indian Systems of Medicine and Homoeopathy (ISM&H) was created in March, 1995 to focus emphasis on Ayurveda, Siddha, Unani, Yoga, Naturopathy as well as Homoeopathy in the overall health care delivery system. The National Health Policy of 1983 envisages the necessity to initiate organised measures to enable each of these systems of medicine to develop in accordance with its genius. The Department also seeks to bridge the gap between the demand and the facilities available for these systems in the country

Organisation and Establishment

69.100 The Department is headed by a Secretary in the scale of Rs.8000/- (fixed). It has 2 subordinate offices. These offices concern themselves with Pharmacopoeial matters relating to the various Indian Systems of medicine and Homoeopathy. There are a total of 199 personnel in the Department. 47 of them including 36 technical posts, are in Group A, 61 each in group B and C and 30 in Group D.

General Pay-Scales

69.101 The Department is a newly created one. The Directorate of Indian Systems of Medicine and Homoeopathy is yet to be set up. Our recommendations made in the relevant Chapters for the existing posts may be referred to, particularly in the matters of pay scales and allowances of the medical and para-medical personnel coming within the purview of this Department.

PHARMACOPOEIA LABORATORY FOR INDIAN MEDICINE

Introduction

69.102 The Pharmacopoeia laboratory for Indian Medicine was established in Ghaziabad in the year 1970 as a standard-setting cum-drug-testing laboratory for Indian Medicine including Ayurveda, Unani and Siddha system at the national level. Indian systems of Medicine (ISM) are covered under the purview of Drugs Cosmetics Act, 1940. The worked out standards, in the form of monographs are published by the Ministry of Health & Family Welfare in Ayurvedic, Unani and Siddha Pharmacopoeia of India.

Organisational set-up and distribution of establishment

69.103 Pharmacopoeia laboratory for Indian Medicine is headed by Director in the pay scale of Rs.3700-5000/- for all matters of policy and administration. He is assisted by one Deputy Director (Rs.3000-5000/-) three Sr. Scientific Officer-I (Rs.3000-4500/-), Six Sr. Scientific Officer-II (Rs.2200-4000/-). Group B posts consists of one Office Superintendent and 11 Sr. Scientific Assistant in the pay scale of Rs.1640-2900/-. There is also Admn. Officer and eleven Tech. Officer in the pay scale of Rs.2000-3500/. There are about 109 employees in this laboratory, 11 in Group A, 14 in Group B, 49 in Group C and 34 in Group D.

Demand in Memoranda

69.104 In the memoranda received by us a demand has been made regarding the upgradation of the pay scale of the post of Jr. Scientific Asstt. and Sr. Lab Asstt.

Our recommendations

69.105 In accordance with general proposals on Lab.staff, the Lab.Asstt.with intermediate (science)qualification will be placed in the scale of Rs.950-1500/- at entry with two ACPs, to Rs.1320-2040 & Rs.1400-2300. **The Sr.Lab.Asstt. is a promotion post for Lab.Assistant and may, therefore be placed in the second ACP grade of Rs.1400-2300. The Junior Scientific Assistant being a Post Graduate in Pharmacy etc.with 50% DR may be placed in the scale of Rs.1600-2660 at entry. The eleven posts of Sr.Scientific Assistants may be filled entirely by promotion instead of 50% posts as at present, in accordance with our general policy that direct recruitment with the same qualifications should normally not be resorted to in successive pay scales**

HOMOEOPATHIC PHARMACOPOEIA LABORATORY

Introduction

69.106 The Homoeopathic Pharmacopoeia Laboratory (HPL) in 1975 functions as a standard setting-cum drug testing laboratory for homoeopathic medicines at National level. It is a subordinate office of Ministry of Health & Family Welfare.

Organisation & Establishment

69.107 This organisation is headed by a Director, who is in the pay scale of Rs. 3700-5000. He is overall administration incharge of the laboratory. The total strength of the laboratory is 43. (8in Group A, 7 in Group B, 19 in Group C and 9 in Group D).

General Pay Scales

69.108 Our recommendations on pay scale, service conditions etc. made in the relevant Chapter may be referred to for application to these posts.

ANNEXE 69.1
(See para 69.84)

PROPOSED STRUCTURE IN THE NATIONAL MALARIA ERADICATION PROGRAMME

EXISTING			PROPOSED		
Nomenclature & Pay Scales (1)	Method of Recruitment (2)	Minimum Educational Qualifications (3)	Nomenclature & Pay Scales (4)	Method of Recruitment (5)	Minimum Educational Qualifications (6)
Malaria Supervisor Rs. 1640-2900 (2)	50% promotion failing which ToD, 50% DR + 2 yrs. experience	M.Sc.(Zoology & Entomology)	Malaria Supervisor Rs. 2000-3500(2)	50% DR 50% promotion	Same as Col.3
Research Asstt. Rs. 1400-2300(14)	Promotion failing which DR + 2 yrs. experience	M.Sc.(Zoology)	Research Asstt. Rs. 1640-2900 (14)	Filled by promotion	do
Lab. Technician Rs. 1320-2040 (56)	50% promotion failing which DR 50% DR	B.Sc.(Biology/ Biochemistry/ Microbiology	Lab. Technician Rs. 1600-2660 (56)	50% promotion 50% DR	do
Lab. Assistant Rs. 975-1540 (74)	50% promotion 50% DR	B.Sc.	Lab. Asstt.-I Rs.1400-2300(34)	To be filled by promotion	do
			Lab. Astt.-II Rs.1320-2040(40)	To be filled by DR (100%)	do

NOTE: Figures in brackets indicate number of posts.

70

Ministry of Home Affairs

Composition. Functions of various Departments

70.1 The Ministry of Home Affairs consists of the Department of Internal Security, the Department of States, the Department of Official Language and the Department of Home. The Department of Internal Security deals with matters connected with police, law and order and rehabilitation and resettlement. The Department of States is concerned with relations between the Central Government and State Governments, inter state relations and administration of Union Territories. The Department of the Official Language is responsible for implementation of the provisions of the Official Language Act relating to use of Hindi as the official language of the Union. The Department of Home deals with all matters relating to census of population, registration of foreigners and matters relating to rehabilitation of displaced persons. The Ministry is the cadre controlling authority for the Indian Police Service (IPS) and also deals with Central Police Organisations, namely; Border Security Force (BSF), Indo Tibetan Border Police (ITBP), Central Industrial Security Force (CISF), Assam Rifles (AR) and Central Reserve Police Force (CRPF). It also controls the Intelligence Bureau (IB). Bureau of Police Research and Development (BPR&D), National Crimes Records Bureau (NCRB), National Institute of Criminology and Forensic Science (NICFS). Sardar Vallabhbhai Patel National Police Academy and North Eastern Police Academy.

70.2 Barring the Department of Official Language which has a separate Secretary and functions independently, the other three Departments are inter-linked and function under the Home Secretary.

Distribution of posts

70.3 There are in all 5,45,780 posts under the Ministry of Home Affairs, bulk of which pertain to Group 'C' The table below gives the group-wise distribution of posts in the Ministry and its attached and subordinate offices.

Name of Office	Gp A	Gp B	Gp C	Gp D	Cat.U	Total
Assam Rifles	173	981	44,967	5,384	-	51,505
Border Security Force	3,109	174	1,54,308	13,807	-	1,71,398

Name of Office	Gp A	Gp B	Gp C	Gp D	Cat.U	Total
Bureau of Police Research and Development	100	197	263	215		775
Central Forensic Science Laboratory	32	27	58	27		144
Central Hindi Training Institute	12	107	332	130	-	581
Central Industrial Security Force	822	52	81,089	5,972	-	87,935
Central Reserve Police Force	2,396	83	1,50,615	12,435	-	1,65,529
Central Translation Bureau	12	90	72	39	-	213
Department of Official Language	11	29	45	-	-	85
Directorate of Coordination (Police Wireless)	28	111	937	40	-	1,116
Directorate General Civil Defence	9	2	3	2	-	16
Indo-Tibetan Border Police	601	60	28,632	-	-	29,293
Intelligence Bureau	655	2,250	15,015	1,191	88	19,199
Inter State Council	15	11	17	12	-	55

Name of Office	Gp A	Gp B	Gp C	Gp D	Cat.U	Total
Ministry of Home Affairs	121	590	744	1,479	-	2,934
National Civil DefenceCollege Nagpur	3	6	23	36	-	68
National Crime Record Bureau	58	70	307	15	-	450
National Fire Service College Nagpur.	9	11	48	53	-	121
National Institue of Criminology and Forensic Science	14	10	41	25		90
National Security Guard	400	2	6,969	3	-	7,374
North East Council	36	12	-	-	-	48
North East Police Academy	10	7	167	63	-	247
Regional Implementation Offices	13	8	34	18	-	73
Sardar Vallabhbhai Patel National Police Academy	23	39	151	230	-	443

Name of Office	Gp A	Gp B	Gp C	Gp D	Cat.U	Total
Secretariat Security Organisation	-	-	122	1,082	-	1,204
Registrar General Of India	250	481	4,153	-	-	4,884
Total	**8,914**	**5,410**	**4,89,112**	**43,112**	**88**	**5,45,780**

Services in the Ministry

70.4 The services manning the Ministry are

a) Indian Administrative Service
b) Indian Police Service
c) Central Secretariate Service
d) Central Secretariate Stenographers Service
e) Central Secretariate Clerical Service

These services have been discussed under the relevant chapters.

In attached/ subordinate offices, there are also a number of posts belonging to the various Organisations under the control of the Ministry which have been discussed under the respective offices/ organisations.

REGISTRAR GENERAL OF INDIA

Organisation and functions

70.5 The office of the Registrar General of India (RGI) and ex-officio Census Commissioner of India is an attached office of the Ministry of Home Affairs under the Department of Home. It is headed by the Registrar General, India stationed at New Delhi with the following 8 divisions including the Language division located at Calcutta :-

i) Administrative Division
ii) Census Division
iii) Demography Division
iv) Map Division
v) Social Study Division
vi) Vital Statistics Division
vii) Data Processing Division
viii) Language Division (Calcutta)

70.6 The Registrar General of India has been given the overall responsibility of civil registration, collection and dissemination of vital data on

births and deaths, demographic trends, literacy levels, marital status, religion, language, migration and employment

Main Issue

70.7 The main demand of the All India Census Employees Federation relating to this office is the upgradation of the posts in various Divisions/Cells.

Recommendations

70.8 With a view to stream-lining the grade structure and improving the career prospects in the office of the Registrar General of India, **we recommend revision of pay scales and partial restructuring of the organisation as under**

Head Quarters

a) **The RGI (Rs.5900-6700) being head of the Organisation should be in the scale of Rs.7300-7600.**

b) **The Joint RGI (1 post) now in the scale of Rs.4500-5700 should accordingly be placed in the scale of Rs.5900-6700.**

c) **Dy RGI (Vital Statistics),03 posts and Dy RG (Census & Tabulation) (01 post), all in the scale of Rs.3700-5000 being heads of their respective divisions should be upgraded and placed in the scale of Rs.4500-5700.**

d) **The Dy RG (Demography)** is a direct recruitment post and was created in the scale of Rs.3000-4500 as Asstt Registral General. It was upgraded as Dy RG in the scale of Rs.3700-5000 as personal to the previous incumbent. The post at present is lying vacant. As recommended by RGI, the post **may be redesignated as Asstt. RG in the scale of Rs. 3000-4500** and filled by direct recruitment as in the past.

e) **Senior Research Officer (04 posts) in the scale of Rs. 3000-4500, being filled by ISS Officers should continue in the scale of Rs. 3000-4500.**

Map Division

a) **Dy RG (Map) in the scale of Es.3700-5000 should be upgraded to the scale of Rs.4500-5700 being head of the Map Division and the post be filled by promotion of ARG (Map).** Other posts of the division be placed in scales of pay as under:-

(i)	ARG (Map) (01 post) Rs.3000-5000	ARG (Map)(01 post) Rs.3700-5000 By promotion of Map Officer.
(ii)	Map Officer(01 post) Rs.3000-4500	Map Officer(01 post) Rs.3000-4500 By promotion of Research Officer
(iii)	Research Officer (Map) (09 posts) Rs.2200-4000	Research Officer (10 posts) Rs.2200-4000 by merger of Research Officer (Map) and

(iv)	Reserach Officer (Drawing) (01 post) Rs.2200-4000	Research Officer (Drawing) by promotion of Sr. Geographer
(v)	Sr. Geographer (23 posts) Rs.2000-3200	Sr. Geographer (23 posts) Rs.2000-3500 By promotion of Geographer/ Cartographer.
(vi)	Geographer/Cartographer (29 posts) Rs.1640-2900	Geographer/ Cartographer (29 posts) Rs.1640-2900 by D.R. with essential qualifications already prescribed.

(b) The senior most posts of draughtsman/Artist cadres namely **Map Analyst(Geography) (1 post) and Map Analyst (Drawing) (1 post), both in the scale of Rs.2000-3500, should be merged as Map Analyst (2 posts) and placed in the scale of Rs.2500-4000** to be filled in by promotion of Sr. Drawing Assistant. Other posts of draughtsman cadre be placed in the pay scales as under:

(i)	Sr. Drawing Asstt. (05 posts)	Sr. Drawing Asstt. (05 posts) Rs.2000-3500 By promotion of Sr.Draughtsman.
(ii)	Senior Artist (23 posts) Rs.1600-2660	Sr. Draughtsman (79 posts) Rs.1640-2900 by merger of Sr. Artist (23) and Artists/ Sr. Draughtsman,(56 posts) · By promotion of Draughtsman.
(iii)	Artist/Sr. Draughtsman (56 posts) Rs.1600-2660	
(iv)	Draughtsman (90 posts) Rs.1400-2300	Draughtsman (90 posts) Rs. 1600-2660 by D.R. with the qualifications already prescribed
(v)	Draughtsman (Photo) (01 post) Rs.1400-2300	These two being isolated posts should be covered by ACP scales of Rs.1600-2660 and Rs.1640-2900.
(vi)	Map Recorder (01 post) Rs.1400-2300	
(vii)	Ferro Printer (10 posts) Rs.950-1500	Ferro Printer and Hand Press Machine Operator be declared as dying cadre and replacement scale with ACP be given to the present incumbents and no recruitment should be made in future.
(viii)	Hand Press Machine Operator (16 posts) Rs.950-1500	

Social Studies

(a) **Dy RG (Social Studies) (1 post) in the scale of Rs.3700-5000 be upgraded and placed in the scale of Rs.4500-5700 and be made a promotion post of AEG (Social Studies)**

(b) **Out of the two posts of Senior Research Officer (Rs.3000-4500), one post may be upgraded as ARG (Social Studies) in the scale of Rs.3700-5000,** and be filled by promotion of SRO, while the other post should remain in Rs.3000-4500. The other posts would be in following scales of pay :-

(i)	Research Officer (02 posts) Rs.2200-4000	Research Officer (2 posts) Rs.2200-4000
(ii)	Investigator (SS) (12 posts) Rs.1640-2900	Statistical (12) Investigator - (SS) (Gde-I) Rs.1640-2900by D.R.
(iii)	Jr. Investigator (SS) (10 posts) Rs 1400-2300	No fresh recruitment is made. This should be declared a dying cadre and after all existing incumbents are promoted 100% DR be resorted to at Statistical Investigator Gd-I level.

Language Division

a) **Dy RG Language should be redesignated as Asstt RG (Language) and continue in the scale of Rs.3700-5000. The post in future be filled in by promotion of Linguist.**

b) **The existing one post of linguist (Rs.2200-4000), should be upgraded to the scale of Rs.3000-4500 and be made a promotion post to Research Officer (Language).**

c) **Research Officer (Language) 4 posts in the scale of pay of Rs.2200-4000 should be available for promotion to the Investigator (Language) 12 posts,** which in turn be filled in by DR with the prescribed qualification.

Electronic data processing division(EDP)

(a) The existing scale of pay of Director (EDP) Rs.5100-6300 is personal to the present incumbent. The Director (EDP) is also head of the Division as such RGI is of the opinion that he should also be in the scale of Rs.4500-5700. We accordingly **recommend that the post should revert to the scale of Rs.4500-5700 after the present incumbent vacates it and it should be redesignated as Dy RG (EDP).**

(b) **The two sanctioned posts of Addl Director (EDP)** in the scale of Rs.4100-5300 have not been filled since no candidate with qualifications prescribed is willing to join. We therefore, recommend that these posts should be abolished. The pay scales of other posts in EDP should be on par with the EDP personnel as under :-

	Existing	Proposed
(i)	Joint Director (04) Rs.3700-5000	Rs.3700-5000
(ii)	Dy Director (14) Rs.3000-4500	Rs.3000-4500
(iii)	Asstt Director (17) Rs.2200-4000	Rs.2200-4000
(iv)	Data Processing Asstt Gd-'A' (24) Rs.1600-2660	Rs.1640-2900
(v)	Senior Supervisor(72) Rs.1640-2900	Rs.1640-2900
(vi)	Junior Supervisor (216) Rs.1400-2300	Rs.1600-2660
(vii)	Data Entry Operator Gd.'B' (1152) Rs.1350-2200	Rs.1400-2300
(viii)	Data Entry Operator Gd'A' (288) Rs.1150-1500	Rs. 1200-2040

Printing Cell

The existing and proposed scales of posts and designation in the Printing Cell are:

	Existing	Proposed
(i)	Printing Officer(01) Rs.2000-3500	Printing Officer (01) Rs.2000-3500
(ii)	Sr. Technical Asstt (Printing) (04) Rs.1600-2660	Senior Technical Asstt (Printing) (04) Rs.1640-2900
(iii)	Printing Inspector(15) Rs.1400-2300	Technical Asstt (15) (Printing) Rs.1600-2660
(iv)	Proof Reader(17) Rs.1200-1800	Technical Asstt -II (Printing) (17) Rs.1400-2300

Statistical Cadre

(i)	Joint Director(09) Rs.3000-5000	Joint Director (09) Rs.3700-5000
(ii)	Deputy Director (Census) (52) Rs.3000-4500	Deputy Director (Census) (52 posts) Rs.3000-4500

	Existing	Proposed
(iii)	Asst Director (Technical) (120) Rs.2200-4000	Asstt Director (Technical) (120 posts) Rs.2200-4000 75% by promotion of Statistical Investigator Gd-I/Investigator Gd-I and 25% by DR
(iv)	Investigator(325) Statistical (313) Social Study (12) Rs.1640-2900	(a) Statistical Investigator I (113) Rs.2000-3500 By D.R. for which the essential qualification should be at least 2nd class Master's degree in Statistics/ Maths/Economics or Commerce with Statistics and 2 years experience in collection tabulation and analysis of statistical data. (b) Statistical Investigator II 200 posts - Rs.1640-2900 By promotion. c) 12 posts should be for Investigator (Gd.I) in the scale of Rs.1640-2900 in Social Study Stream, on 100% DR basis with Master's degree in Anthropology, Sociology, or Mathematics with Statistics on village community study with special reference to SC/ST
(v)	Statistical Assistant (708) Rs.1400-2300	(a) Statistical Investigator-III(400 posts) Rs.1600-2660 50% by promotion and 50% by D.R. from among the persons holding degree of recognised University in Maths/Economics/Statistics. b) Sr Compiler (308 posts) Rs.1400-2300 By promotion

	Existing	Proposed
(vi)	Computer(1061) Rs.1200-2040	Compiler (1061 posts) Rs.1200-2040 By promotion.
(vii)	Assistant Compiler (458) Rs.950-1500	Asst. Compiler(458 posts) Rs.950-1500 (100% D.R)

DEPARTMENT OF STATES

70.9 The Inter-State Council and the North Eastern Council form part of the Department of States.

Inter-State Council

70.10 The Inter-State Council was set up under Article 263 of the Constitution in pursuance of the recommendations of the Sarkaria Commission on Centre-State-Relations. It is a moribund organisation and is not at all being used for the purposes envisaged under the Constitution. No meetings of the council are being convened with the result that staff remains idle and unoccupied most of the time. It has become a favourite parking lot for officers who have suddenly become politically persona non grata. **Such temporary perches for reluctant migratory birds need to be abolished forthwith. Govt. should seriously go into this matter and disband the organisation.** Even if it is to be retained, there is no need for any officer above the rank of Under Secretary to look after the work relating to this Council.

North-Eastern Council

70.11 The North-Eastern Council (NEC) was constituted under the North Eastern Council Act, 1971 with a view to promoting accelerated and balanced socio-economic development of the North Eastern Region.

Our recommendations

70.12 There being no specific issues concerning these councils, **we recommend that replacement scales be given to the various posts existing in these councils as recommended by us in the relevant chapter, subject to our other observations made above.**

CENTRAL PARA MILITARY FORCES

70.13 There are a number of Central Para Military Forces(CPMFs) under the Ministry of Home Affairs, which are discussed in the succeeding paragraphs.

Assam Rifles (AR)

70.14 Assam Rifles was raised with only 750 combatants in 1835 and is now 31 battalions strong. Barring two companies the entire force is under operational control of the Army and thus governed by the Army Act.

Border Security Force (BSF)

70.15 The BSF came into being as a Border Force in 1965 in the wake of certain foreign incursions in the Rann of Kutch. It is governed by the BSF Act, 1968. At present the force has 156 battalions deployed on the line of actual control and the international Border, as also in an Anti-Insurgency role in J&K and North-Eastern States.

Central Industrial Security Force(CISF)

70.16 The CISF was created to provide security to Public sector undertakings under the CISF Act,1968 and declared an Armed Force of the Union in 1983. The existing strength of CISF is 88,000.

Central Reserve Police Force (CRPF)

70.17 The erstwhile Crown Representative Police became CRPF after independence under the CRPF Act, 1949. From the original lathi wielding small force, it has now become 136 Battalions strong.

Indo-Tibetan Border Police (ITBP)

70.18 The ITBP was raised in 1962 with four Battalions to guard the Indo-Tibetan Borders. It now has 25 regular Battalions, besides four ancillary units.

Rank Structure in the CPOs Gazetted Ranks

70.19 The general rank structure and existing pay scales of combatised gazetted posts in all the above Central Para Military Forces are as under :-

a)	Director General	Rs.8000/- fixed * * (except in ITBP where the scale is Rs.7600-8000).
b)	Addl Director General	Rs.7300-7600 (Not in all the forces).
c)	Inspector General	Rs.5900-6700
d)	Dy. Inspector General	Rs.5100-6150
e)	Addl Dy.Inspector General	Rs.4500-5700 + Rs.200/-Spl pay.
f)	Commandant (Selection Grade)	Rs.4500-5700
g)	Commandant (Ordinary Grade)	Rs.4100-5300
h)	Second-in-Command	Rs.4100-5300
I)	Dy.Commandant	Rs.3000-4500
j)	Asstt Commandant	Rs.2200-4000

The post of Second-in-Command does not exist in CISF. It is also not in existence in the Railway Protection Force(RPF), which is a para-military force under the Ministry of Railways.

Non-gazetted ranks

70.20 The non-gazetted combatised ranks and their existing pay scales in these forces are as under :

a)	Subedar Major	Rs.2000-3200
b)	Inspector	Rs.1640-2900
c)	Sub-Inspector	Rs.1400-2300
d)	Asstt Sub Inspector	Rs.1320-2040
e)	Head Constable	Rs. 975-1660
f)	Naik	Rs. 950-1400
g)	L/Naik	Rs 825-1200 + Rs.15/-spl.pay.
h)	Constable	Rs. 825-1200 (with two advance increments)

Proposed pay scales for combatised gazetted ranks

70.21 Keeping in view the similarity of rank and grade structure, we recommend the following rationalised scales of pay for the various ranks in CPOs :

Combatised gazetted ranks

Rank	Proposed scale
Director General	Rs.8000/- fixed (except ITBP where the DG may continue in Rs.7600-8000)
Addl Director General	Rs.7300-7600 (wherever they exist).
Inspector General	Rs.5900-6700
Deputy Inspector General	Rs.5100-6150
Addl Deputy Inspector General	Rs.4500-5700 + Rs. 400/-allowance
Commandant	Rs.4500-5700 *
Second-in-Command.	Rs.3700-5000 *
Dy. Commandant	Rs.3000-4500
Asstt Commandant	Rs.2200-4000

The existing Commandant (ordinary grade) may be merged with Commandant (Selection Grade) in the scale of Rs.4500-5700 and both be renamed as Commandant.

All existing Seconds-in-Command would continue to draw higher pay scale of Rs.4500-5700 as personal to them. New incumbents may be promoted in the scale of Rs.3700-5000 in future.

Proposed pay scales for non-gazetted ranks

70.22 Combatised non-gazetted ranks

Rank	Proposed Scale
Subedar Major	**Rs.2000-3500**
Inspector	**Rs.1640-2900**
Sub-Inspector	**Rs.1600-2660**
Asstt Sub Inspector	**Rs.1320-2040**
Head Constable	**Rs.975-1660**
Naik	**Rs.950-1500**
L/Naik	**Posts may be abolished and existing incumbents be upgraded to the rank of Naik.**
Constable	**Rs.825-1200(with two advance increments).**

Abolition of the rank of 2nd-in-command and Addl DIG in (BSF CRPF & ITBP)

70.23 The post of Second-in-Command was created as a result of recommendations made by the 4th CPC. Earlier it was only an appointment which was held by the senior most Dy. Commandant of the battalion. This was converted into a rank (Rs.4100-5300) with a payscale equivalent to that of Comdt(OG), primarily with a view to removing stagnation. Similarly, considering the bleak promotion prospects for Comdts for promotion to the rank of Dy Inspector General prior to 1982, the post of ADIG was also created. The CPOs have represented that the creation of these two dysfunctional posts has disturbed the rank structure of the para-military forces and an Asstt. Comdt has now to pass through five stages to reach the rank of DIG as against the earlier three stages. It has also been argued by the CPOs that posts like Second-in-Command and Addl DIGP do not exist in police hierarchy and their introduction in CPOs, which was meant to remove stagnation, has brought about distortions in the rank structure. As such, it has been demanded that these two posts (Second-in-Command and ADIG) which have become redundant and dysfunctional, should be abolished without disturbing the rank structure.

Our recommendations

70.24 We have considered the demand and feel the rank of Second-in-Command should continue and instead the Comdt (OG) in the scale of pay of Rs.4100-5300 may be upgraded to the rank of Comdt (SG) and the two posts be redesignated as Comdt thereby abolishing the concept of OG and SG The Second-in-Command may wear the rank badges of Comdt (OG). By doing so, the promotion prospects of a Second-in command would improve as he would get promoted to the rank of Comdt in comparatively shorter span. In so far as the demand for abolition of the rank of ADIG is concerned, the matter needs an

in depth study by way of Cadre Review which we have separately recommended.

70.25 In the CISF there are no posts of Second-in command. However, there are posts of Commandant (O.G)(Rs.4100-5300)* and Commandant (S.G.) (Rs.4500-5700) totaling 126 and the number of posts in different grades is not fixed. Therefore, we recommend that maintaining the same no. of posts, **Commandant (OG) be placed in the scale of Rs.3700-5000 and known as Commandant and Commandant (SG) in the scale of Rs.4500-5700 be known as Senior Commandant.** Commandant (OG) already in the scale of Rs.4100-5300 will draw the scale of Rs.4500-5700 as personal to them.

70.26 In the RPF, the cadre being young, the direct entrants have reached upto the level of Divisional Security Commissioner in the scale of Rs.4100-5300*. There are 25 posts in this grade and the grade of Rs.4500-5700 does not exist, thereby denying the opportunity to the cadre officer to go beyond the grade of Rs.4100-5300. The concept of Second-in-command does not exist in RPF. We recommend that while retaining the existing designations, **10 posts out of 25 be upgraded in the scale of Rs.4500-5700 and remaining 15 be placed in the grade of Rs.3700-5000.** The pay scales of the existing incumbents will be protected.

70.27 In Assam Rifles, there are altogether 48 posts of Commandant (OG) (Rs.4100-5300) and 54 posts of Commandant (SG)(Rs.4500-5700). There is no fixed percentage for cadre officers. The posts are tenable by Lt.Col. and Col. respectively also on deputation from Army. Our **recommendation made for BSF, CRPF etc in this regard will apply to Assam Rifles also** where Commandant (OG) even at present are performing the duties of Second-in-command to Commandant (SG) or Col. from Army and wear the rank badges of (Commandant-OG).

Ration Money Allowance (RMA) to CPMF personnel

70.28 The ration money allowance (RMA) is admissible to the Central Para Military Force personnel at the rate of Rs.450/- per month (revised in Dec'95) except those under operational control of Army and personnel deployed in border areas (ITBP) who are in receipt of free ration. RPF and CISF are not in receipt of RMA, instead they get Ration Subsidy at the rate of Rs.120/- per month fixed in 1986. They are also in receipt of Food packet allowance when they work beyond nine hours a day. BSF have demanded that (i) free ration equivalent of 3900 calories in kind or cost of ration at the prevalent FCI/Super Bazar rates be given and (ii) free ration to Officers upto the rank of Commandant, who are posted in Battalions, be given. CRPF have demanded ration money allowance at the rate of Rs.1300/- p.m. while ITBP and Assam Rifles have put forth the demand for free ration at Army scale to all ranks.

Our recommendations

70.29 **We feel that the present scale of ration based on 2900 calories is sufficient for the troops of the CPOs.** Since the rates calculated at ASC payment issue rates are periodically revised by Ministry of Home Affairs/ Ministry of Finance and the last revision was made in Dec'1995 only, **we recommend that status-quo be maintained. We also recommend that this allowance should be given to the Non-gazetted personnel of CISF and RPF also and the present**

Ration Subsidy and Food packet allowance should stand merged in Ration Money Allowance. For gazetted ranks we recommend that RMA be made applicable to the Gazetted Officers of the BSF only upto the rank of Bn Commander when they are actually deployed on the Border (including the Line of Actual Control).

Uniform Allowance

70.30 Group 'A' and 'B' Officers of CPMFs are at present entitled to initial and renewal uniform allowance as under :

	Gp 'A'	Gp'B'
i) Initial	Rs.3200/-	Rs.2400/-
ii) Renewal	Rs.1500/-	Rs. 600/-
	(admissible after 07 years	05 years)

The CPMFs have demanded enhancement of Uniform allowance at varying rates.

Our recommendations

70.31 **We recommend that the rates of Uniform allowance be increased as under** in view of the steep hike in the prices of uniform items and stitching charges :-

i) Initial **Rs.6,500/-**

ii) Renewal **Rs.3,000/-** (after every 7 years)

Since Group 'A' and 'B' officers are required to maintain same articles of uniform, the same rate is recommended for both.

Kit Maintenance Allowance and Washing Allowance

70.32 Kit Maintenance Allowance (KMA) is authorised to Officers at the rate of Rs.80/- p.m. and Rs.40/-p.m. for Gp 'A' and Gp'B' officers respectively while non gazetted ranks are getting Rs.5/-p.m. as washing allowance. In Assam Rifles, non-gazetted ranks are issuedwashing soap etc. for maintenance of uniform items. Enhancement of these rates to Rs.250/-p.m. for Gp'A'&'B' officers has been demanded. For non-gazetted personnel rates ranging from Rs.50/-to Rs.150/-p.m. have been demanded.

Our recommendations

70.33 The present rate of KMA for gazetted officer was fixed by the 4th CPC but the washing allowance was not revised at that time. **We, therefore, recommend a uniform rate of Rs150/- as Kit Maintenance allowance for both Group A & B officers and Rs.30/-p.m. as washing allowance for non-gazetted personnel. We also recommend that issuance of washing soap etc should be discontinued.**

Monetary allowance for President's Police Medal for Gallantry (PPMG) and Police Medal for Gallantry (PMG)

70.34 The rate of monetary allowance attached to President's Police Medal for Gallantry at present is Rs.100/-p.m. while the allowance for Police Medal for Gallantry is being given at the rate of Rs.60/-p.m. In addition, the recipients are also entitled to 50% concession for travelling by train in 2nd class. The CPOs have demanded that the rates of monthly allowance admissible to recipients of the President's Police Medal for Gallantry and the Police Medal for Gallantry be raised suitably and they be allowed 50% concession in the entitled class of travel. They have also demanded monetary incentives for President's Police Medal for distinguised service and Police Medal for meritorious service.

Our recommendations

70.35 We recommend that the monetary incentive attached to President's Police medal for Gallantry and Police Medal for Gallantry **be enhanced to Rs. 200/-p.m. and Rs.120/-p.m. respectively and the Gallantry medal awardees along with their spouses be allowed 50% rail concession in the class of travel to which the awardees are entitled.** We, however, do not recommend any monetary allowance for awardees of the service medals; such incentive is not available to the personnel of Defence Forces also.

Funeral allowance

70.36 Funeral allowance is admissible to all non-gazetted personnel. The rates of the allowance varied from Force to Force ranging from Rs.100 to Rs.250/- prior to 4th CPC, which had recommended a uniform rate of Rs.500/- for all the forces. The amount of Rs. 500/-fixed a decade ago is now considered insufficient and it has been demanded that it be raised.

Our recommendations

70.37 We are of the view that all expenses incurred in connection with funeral of Force personnel,including the amount spent on embalming and airlifting / transportation of the body, be borne by the government when a gazetted or non-gazetted person is killed in action. For all other cases of death relating to non-gazetted personnel only, who die at Headquarters of the Force or on active duty, **the funeral allowance be enhanced from the existing Rs.500/- to Rs.1000/-.**

13 months pay in lieu of demand for Hard duty allowance

70.38 The CPMFs have demanded special allowances like Frontline Allowance, Insurgency Allowance, Staff duty allowance, Arduous duty allowance etc ranging from 20% to 60% of basic pay to compensate them for the rigours of life due to hard service conditions.

Our recommendations

70.39 In order to compensate the personnel of BSF, CRPF, Assam Rifles and ITBP for various difficulties being faced by them, **we recommend that they may be granted the benefit of drawing one month's additional pay in a year** on the analogy of similar benefit being given to the personnel of RPF,CISF, CBI and IB. With the grant of 13 months pay in a year, the **Organisation Special pay being given at present to ITBP may be abolished.**

Constitution of Gp 'A' Officers of CPOs and RPF into respective Organised Services

70.40 In order to provide promotion avenues to their cadre officers, the CPOs have demanded constitution of organised Group 'A' Service of the respective forces so that all posts upto the rank of Inspector General (Rs.5900-6700) are available to cadre officers.

Our recommendations

70.41 Having only cadre officers upto the rank of Inspector General may not be a feasible proposition, considering the need for deputationist officers for field as well as staff assignments from IPS and the Army. **The issue can best be resolved by providing a larger number of posts at higher levels to cadre officers through a proper cadre review, which may be done by the Administrative Ministries expeditiously.**

Encadrement of Posts of DG/Addl DG in the respective forces and promotion quota in the rank

70.42 Pending cadre review of the Forces, **we recommend that the posts of DG and Addl DG in these forces including RPF should continue to be filled by IPS officers. The percentage of promotion quota in all these forces should be uniform, as it exists in BSF/CRPF as under:-**

of Inspector General and Dy Inspector General

(a) 20% posts of IG should be filled in by cadre officers and 80% by deputation of IPS officers.

(b) 50% posts of DIG should be available to cadre officers and 50% to deputationists from IPS/Army.

Recruitment of Direct Entry Group 'A' officers in CPOs, IB, CBI and RPF

70.43 Direct recruitment of Group 'A' officers in the scale of Rs.2200-4000 in CPOs, RPF and CBI is done by different agencies and the procedure is not uniform. Recruitment to BSF, ITBP, and CRPF is done by a Special Selection Board, headed by one of the DGs of these forces by rotation. The officers in RPF and CISF are recruited through Civil Services examination conducted by UPSC. There is no direct recruitment in IB in the rank of Dy Central Intelligence Officer (DCIO).

Our recommendations

70.44 Since we have recommended rationalisation of scales of pay, command hierarchy etc in these forces, we feel that direct recruitment should also be done by one single agency. We recommend that **UPSC should conduct a combined all India competitive examination every year for filling in the posts in the CPOs including BSF,CRPF, CISF, ITBP, RPF, Assam Rifles, CBI, IB etc separately on the** lines of the combined defence services examination. Thereafter, **other tests i.e. physical efficiency, group tests and final interview should be conducted by the Special Selection Board** which is already doing so in case of BSF, CRPF and ITBP. The modalities regarding constitution of the board and other details can be worked out jointly by the concerned ministries.

Special pay/Technical pay

70.45 It has been demanded that the existing special pay/technical pay granted to certain categories of personnel ranging from Rs.10 per month to Rs.120/-per month be enhanced to 5% of basic pay or a minimum of Rs.100/-per month.

Our recommendations

70.46 **We recommend that the existing rates of special pay/technical pay should be doubled for those categories of personnel who are already in receipt of the same and it should be known as Spl/Technical allowance.**

Special pay/technical pay to Gazetted officers

70.47 Central Para Military Forces (CPMFs) have demanded special pay/technical pay for the Gazetted officers engaged in technical nature of work or on special duties ranging from Rs.1200 to Rs.2000/-p.m. for different ranks.

Our recommendations

70.48 **We do not recommend grant of special/technical pay to gazetted officers.** However, our recommendation regarding grant of lump sum grant for higher qualifications will apply to them.

Proposed pay scales to other cadres

70.49 **The other cadres like Medical, Veterinary, Accounts, Ministerial, EDP etc. in the Central Para Military Forces may be given the scales of pay as recommended by us generally for such cadres in the attached or subordinate offices as the case may be.**

INTELLIGENCE BUREAU

Role and Functions

70.50 Intelligence Bureau is the apex organisation of the national security apparatus which is responsible for collection, collation, processing and

dissemination of intelligence for the government. It also maintains vigil over the designs of malevolent, secessionist and anti-national elements.

Organisational Structure

70.51 The Bureau is headed by a Director who is in the pay scale of Rs.8000/- fixed. He is assisted by Special Directors, Additional Directors, Joint Directors, Deputy Directors, Asstt Directors, Dy.Central Intelligence Officers and non-gazetted staff ranging from Asstt Central Intelligence Officers to constables in the executive cadre. The other cadres are Technical, Wireless, Ministerial, Stenographers, Motor Transport, Language, Electronic Data Processing, Draftsman/Overseer, Government Examiner of Questioned Documents, Medical/ Veterinary, Economic/Statistical Research etc.

Distribution of Posts

70.52 The Group-wise distribution of posts is as under:

Group A	- 1853
Group B	- 6071
Group C	-10023
Group D	- 1169
Total	19116

Executive Cadre

70.53 The posts in the Executive cadre are as under:-

Sl. No	Post	Pay Scale(Rs)
1.	Director	8000/- fixed
2.	Special Director	7600-8000 or 8000/- fixed
3.	Addl Director	7300-7600
4.	Joint Director	5900-6700
5.	Deputy Director	5100-6150
6.	Asstt Director/]	3000-4500
7.	Joint Asstt] Director]	
8.	Dy Central Intelligence Officer	2000-3500
9.	Assistant Central Intelligence Officer Grade I	2000-3200
10.	Assistant Central Intelligence Officer Grade II	1640-2900
11	Jr.Intelligence Officer Grade I	1320-2040
12	Jr.Intelligence Officer Grade II	975-1660
13	Security Assistant	950-1400

Proposed pay scales for Executive Cadre

70.54 We have discussed elsewhere the question relalting to rationalisation of pay scales for the personnel of CBI, IB and CPOs, and have recommended that the pay scales for these organisations should follow a uniform pattern. We have also separately recommended grant of an IB allowance of 10% of the minimum of scale of pay to all non-gazetted personnel of IB to compensate for the loss sufferred by some categories by such rationalisation. **Our recommendations in respect of pay scales for various posts in IB are as under:-**

a) Security Assistants may be placed in the pay scale of Rs.825-1200 with 2 initial increments as has been recommended by us for the CPOs and the CBI. Reduction in the scale is being compensated by the 10% IB allowance. However, those drawing the pay scale of Rs.950-1400 at present shall continue to draw that scale as personal to them.

b) Junior Intelligence Officers Grade II should remain in the pay scale of Rs.975-1660.

c) Junior Intelligence Oficers Grade I may remain in the pay scale of Rs.1320-2040.

d) Asstt Central Intelligence Officer Grade II should be placed in the pay scale of Rs.1600-2660, as this is the scale recommended by us for Sub-Inspectors in the CPOs and CBI. However, those drawing the pay scale of Rs.1640-2900 at present will continue to draw that pay scale as personal to them.

e) Asstt Central Intelligence Officer Grade I will be placed in two grades-ACIO-I(Rs.1640-2900) and Sr.ACIO-I(Rs.2000-3500). Those already drawing the scale of pay of Rs.2000-3200 may continue to draw the pay scale of Rs. 2000-3500 as personal to them and the new scale of Rs. 1640-2900 will be applicable to all future appointees in this rank in IB. In future, 846 posts of ACIO-I should remain in the scale of Rs.2000-3500 as Sr.ACIO-I and the remaining 846 posts may be filled in the scale of Rs 1640-2900 as ACIO-I.

f) Dy Central Intelligence Officer may be given the scale of Rs.2200-4000 In future, 25% posts of DCIO may be filled by Direct Recruitment. These are at present being filled by promotion and deputation only.

g) Joint Asstt Directors may be placed in the pay scale of Rs.3000-4500.

h) Out of the existing 52 posts of Asstt Director, 40 posts may be upgraded to the scale of Rs.3700-5000 and 12 posts may be placed in the pay scale of Rs.4500-5700 These 12 posts may be designated as Joint Deputy Director (JDD) This upgradation is recommended only for the executive cadre and does not apply to ministerial, technical or other cadres

Special Service Allowance

70.55 It has been mentioned that the staff of IB are required to perform their task at various places disregarding their social and physical needs and that the 24 hour duty concept applies more rigidly to this organisation. In view of this, a Special Service Allowance for IB employees has been demanded.

Our recommendations

70.56 **We have considered the demand and recommend that 10% of minimum of basic pay be given as IB allowance to all personnel of and below the rank of Sr. ACIO-I** for the various difficulties faced by them. This will also ensure that no loss is suffered by any category on account of the rationalisation of pay scales separately recommended

Clothing allowance

70.57 The existing rates of clothing allowance and annual renewal grant are as under

Location	Clothing Allowance	Annual Renewal Grant
Higher than 3000 mts above sea level	Rs.3000	Rs.500
Between 1500-3000 mts above sea level	Rs.2000	Rs.300

It has been demanded that the existing amount be doubled.

Our recommendations

70.58 **We accept the demand and recommend the following rates of the Clothing Allowance and Annual Renewal Grant:-**

Location	Clothing Allowance	Annual Renewal Grant
Higher than 3000 mts above sea Level	**Rs.6000**	**Rs.1000/-**
Between 1500-3000 mts. above sea level	**Rs.4000**	**Rs. 600/-**

Upgradation of the posts of Asstt Technical Officer (ATO)

70.59 In order to increase the number of posts of Technical Officer, we suggest that 30 posts of ATO out of the existing 121 posts be upgraded from Rs.2000-3500 to 2200-4000. This will increase the number of posts in the grade of Technical Officer (Rs.2200-4000) from 70 to 100. Direct recruitment at Technical Officer's level should also be restricted to 50% as against 100% at present while the remaining 50% of the posts be filled by promotion from among the ATOs. Thereafter all the TOs may be considered for promotion to the rank of of Asstt Director (Tech) and the existing selection grade of Rs 3000-4500 to 20% of posts in the rank of Asstt Technical Officer should be abolished

Upgradation of the posts of Section Officer and Private Secretary

70.60 Consequent upon rationalisation of scales of pay we recommend that 20% posts of Section Officer and Private Secretary (both Rs.2000-3500) should be upgraded in the scale of Rs 2500-4000.

Proposed pay scales for other cadres

70.61 **Replacement scales of pay should be given to all other cadres of IB as recommended by us in the relevant chapters.**

DELHI POLICE

Background - Organisation

70.62 Delhi Police has been in existence since the Mughal period Earlier it was a part of Punjab Police. In 1948 it was placed under the charge of a separate Inspector General of Police for maintenance of law and order in the city In 1978, the police commissionerate system was introduced in the city, which has now been divided into 3 ranges, 9 districts, 36 sub-divisions and 106 police stations. In addition, 10 Battalions of Armed Police have been raised as a striking/stand by force for deployment whenever necessary.

Total Strength

70.63 The total strength of Delhi Police is as under :

Commissioner of Police	-	01
Sr. Addl Commissioner of Police	-	03
Addl Commissioner of Police	-	10
Deputy Commissioner of Police	-	54
Asstt Commissioner of Police	-	298
Inspectors	-	948
Sub-Inspectors	-	3860
Asstt Sub Inspectors .	-	4302
Head Constables	-	12639
Constable	-	29571
Civilians	-	98
Class-IV	-	1533
TOTAL	-	**53317**

Our recommendations with regard to pay scales

70.64 The posts of Asst Commissioner of Police and above are manned by IPS officers and DANIPS officers and their scales of pay have been discussed in the relevant chapters. While considering the pay scales of the ranks of Inspector and below in Delhi Police . we have taken into account the pay scales of Police personnel in neighbouring states. Our view is that the existing parity between the scales of pay of IB. CBI and Delhi Police is misplaced and has no logical basis. Delhi Police is like any other State Police Force and has hardly anything in common with IB and CBI or with the Central Police Organisations On that basis, **we recommend the following scales for Delhi Police** :

	Existing (Rs.)	**Proposed (Rs.)**
Inspector	2000-3200	2000-3500
Sub-Inspector	1640-2900	1640-2900
Asstt Sub-Inspector	1320-2040	1320-2040
Head Constable	975-1660	975-1660
Constable	950-1400	950-1500

Allowances Conveyance Allowance

70.65 Delhi Police personnel are entitled to conveyance allowance when they use their own transport for official duties at the rate of Rs.20/-p.m. from constable to ASI (for maintaining bicycles) and Rs.150/-p.m. from ASI to Inspector (for maintaining Scooter/Motorcycles). It has been demanded that they should be paid money equivalent to the prevailing cost of 50 litres of petrol.

Our recommendations

70.66 **We do not recommend any change in the existing conveyance allowance for the Delhi Police since elsewhere we have recommended introduction of transport allowance for all government servants for travel between office and residence. Delhi Police personnel should also draw the proposed allowance over and above the existing conveyance allowance.**

Ration-Money

70.67 It has been demanded that Ration money be paid to the Delhi Police personnel at the rate of Rs.450/-p.m. on the analogy of similar amount being paid to the non-gazetted staff of BSF, CRPF, ITBP etc as the former too perform arduous nature of duties.

Our recommendations

70.68 **We are unable to accept this demand in view of the fact that ration money allowance is given to the Central Police Organisations, which can be deployed anywhere in the country and are declared as Armed forces of the Union, but Delhi Police is confined to the limits of Delhi and is not declared as an Armed force of the Union.**

Diet Allowance

70.69 Presently the non-gazetted personnel upto the rank of ASI are entitled to a diet allowance at the rate of Rs.10/-per day for a maximum period of 25 days in a year when duty hours exceed nine hours without any break. It has been demanded that this allowance be increased, its maximum limit raised to 90 days in a year and it be extended to Sub-Inspectors and Inspectors.

Our recommendations

70.70 **We recommend that the existing diet allowance of Rs.10 per day be enhanced to Rs.20/-per day and the limit regarding maximum period be raised to 60 days in a year. Further, this allowance may be extended to Sub-Inspectors and Inspectors, who are also often required to perform duties beyond 9 hours.**

Metropolitan Allowance

70.71 Metropolitan Allowance is being paid at the rate of Rs.60/-p.m. to personnel of the rank of constable to Asstt Sub-Inspector and at the rate of Rs.90/-p.m. to Sub-Inspector. It has been demanded that this allowance be increased to Rs.180/- p.m and Rs.270/-p.m. respectively for the above ranks and it be extended to Inspectors as well.

Our recommendations

70.72 We find that the Delhi Police personnel are getting Metropolitan Allowance over and above the City Compensatory Allowance admissible to all Govt employees We have recommended reclassification of Metropolitan Cities as A-I Cities for the purpose of CCA, the rates of which are much higher than the existing rates of CCA- Metropolitan allowance now being drawn by Delhi Police. In view of this **we recommend that Metropolitan Allowance of Delhi Police be withdrawn and the personnel should draw CCA of AI cities at par with other Govt employees.**

Kit Maintenance/ Washing Allowance

70.73 Group 'B' gazetted police officers are presently getting Kit Maintenance Allowance at the rate of Rs.40/-p m while non-gazetted personnel are being paid Rs.20/-p m as Washing Allowance It has been demanded that this allowance be linked with the price index.

Our recommendations

70.74 **We recommend that the existing rates of Kit Maintenance Allowance of Rs.40/-p.m. for Group 'B' officers be raised to Rs.150/-p.m.**, keeping in view the number of uniform articles required to be maintained by them. **The Washing allowance of Rs.20/-p.m. for non-gazetted personnel be raised to Rs.30/-p.m, as has been recommended for all similar personnel elsewhere.**

Training Allowance

70.75 Non-gazetted personnel while under training are entitled to training allowance at the rate of Rs 40/-p.m in case the training period exceeds one month for purchase of stationery items and training materials etc. It has been demanded that this allowance be raised to Rs.200/-p.m

Our recommendations

70.76 **We recommend that the Govt should provide all stationery and training material trainees free of cost and this allowance be discontinued.**

Good conduct allowance

70.77 Constables who maintain good discipline and complete 20 years of service but are not promoted due to non-availability of vacancies are paid Rs.15/p.m. as Good Conduct Allowance It has been demanded that this amount be raised to Rs 100/-p.m.

Our recommendations

70.78 The Assured Career Progression Scheme recommended by us for govt employees will take care of stagnation in various ranks. They will now be financially upgraded to the next higher pay scale, instead of being given a pittance of Rs. 15/- p.m .**As such, this allowance is now an anachronism and may be discontinued.**

Commando Allowance

70.79 Commando Allowance is given to 39 Commandos of Delhi Police at the rate of Rs.50/-p.m. from the rank of Constable to Head Constable and Rs.100/-p.m. to Subordinate officers It has been demanded that the allowance be raised to Rs.150/-p.m., Rs.200/-p m. and Rs.300/-p.m. for Constables, Head constables and Subordinate officers respectively

Our recommendations

70.80 Since the Commandos are required to maintain a high standard of physical fitness, **we recommend that the allowance be enhanced to Rs.100/-p.m. for Constables and Head Constables and Rs.200/-p.m. for Subordinate Officers.**

NATIONAL SECURITY GUARD

Background and Role

70.81 The National Security Guard (NSG) was raised in the year 1984 to combat terrorist activities with a view to protecting states against internal disturbances and matters connected therewith It is a unique force comprising persons drawn from the Army, CPOs and other Central Agencies like Intelligence Bureau, Aviation Research Centre etc The force is manned entirely by deputationists

Rank Structure

70.82 The rank structure of the force is as under

a)	Director General	Rs.7600-8000
b)	Inspector General	Rs.5900-6700
c)	Dy.Inspector General/ Force Commander	Rs.5100-6150
d)	Group Commander	Rs.4500-5700
e)	Sqn.Commander	Rs.3000-4500
f)	Team Commander	Rs.2200-4000
g)	Asstt.Commander Grade - I	Rs.2000-3200
	Asstt.Commander Grade - II	Rs.1640-2900
	Asstt.Commander Grade - III	Rs.1320-2040
h)	Rangers	Rs. 975-1660

70.83 The personnel draw their pay and allowances as admissible to them in their parent organisations with certain additional benefits which are peculiar to the NSG.

Our recommendation regarding pay and allowances

70.84 **We recommend that the personnel of NSG should continue to draw the pay and allowances as admissible to them in their parent organisations.**

Detachment Allowance

70.85 National Security Guard have demanded that detachment allowance be made applicable to their personnel also as is being allowed to the personnel of CPOs. We have considered the matter. Detachment Allowance is admissible to CPO personnel when deployed on border out-posts away from Battalion Headquarters or for performing other duties away from their respective Headquarters. On the other hand NSG personnel generally remain in their Headquarters. They are deployed for short duration Commando Operations only when needed, after which they fall back to their Headquarters. In view of this, **we are unable to recommend grant of Detachment Allowance to NSG personnel.**

Special Action Group Allowance(SAG) and National Security Guard Allowance-Demand

70.86 The Army Deputationists to NSG are entitled to SAG Allowance whereas the deputationists from CPOs and other Departments are entitled to NSG allowance at the following rates:

SAG Allowance rates			
a)	Army Deputationists:	Officers	Rs.450/-p.m
		Asstt.Commanders	Rs.338/-p.m
		Rangers	Rs.263/-p.m
NSG Allowance rates			
b)	CPOs and other Personnel	Officers	Rs.263/-p m
		Asstt.Commanders	Rs.188/-p.m
		Rangers	Rs.113/-p m

NSG have demanded parity between these two allowances

Our recommendations

70.87 The duties performed by Army deputationists and other deputationists are different. The Army deputationists, forming Special Action Group (SAG) carry out counter-terrorist commando operations and surgical strikes, whereas other deputationists in the Special Rangers Group provide immediate support to the SAG and take other anti-terrorist action. In view of these differences **we do not agree to the demand for parity between the two allowances. We, however recommend that NSG and SAG allowance be doubled.**

Parity with Special Protection Group(SPG)- Demand

70.88 NSG have demanded total parity with SPG on the ground that they also perform VIP security duties and face similar risks

Our recommendations

70.89 The primary role of NSG is to combat terrorism, whereas the main task of SPG is to provide security to PM, ex PMs and their families. VIP security is only an additional responsibility given to NSG. It is any case different from PM security . **Therefore, there is no case for parity between NSG and SPG. We would rather suggest that NSG should be divested of its role of providing security to VIPs** and confine itself to its primary role of combating terrorism.

OTHER POLICE ORGANISATIONS

National Institute of Criminology and Forensic Science (NICFS) Background and Role

70.90 The National Institute of Criminology and Forensic Science (NICFS) was set up in 1972 under the Director, Bureau of Police Research and Development and was known as the Institute of Criminology and Forensic Science. It was renamed as NICFS in 1976 and converted into an independent Organisation under the Ministry, with a full time Director. NICFS imparts in-service training to Officers in Police, Judiciary, correctional services and also to others engaged in the criminal justice system. It also conducts research in areas relating to Criminology and Forensic Science.

Organisation

70.91 The Institute is headed by a Director who is an Indian Police Service officer in the payscale of Rs.5900-6700. It has two separate faculties of Criminology and Forensic Science. It also has a separate Training and Administration Wing, headed by a Deputy Inspector General of Police. The scientific posts in the two Faculties are as under :

Criminology Faculty

Post	Scale of pay (Rs.)
Professor (1)	3700-5000
Reader (Psychology)(1)	3000-4500
Reader (Sociology) (1)	3000-4500
Lecturer (1)	2200-4000
Lab Asstt (1)	1320-2040
Lab Attendant (1)	800-1150

Faculty of Forensic Science

Post	Scale of Pay (Rs.)
Additional Director (1)	4500-5700
Assistant Director (6)	3000-4500
Senior Scientific Officer (1)	2200-4000
Senior Scientific Asstt (7)	1640-2900
Jr Scientific Asstt (6)	1400-2300
Lab Asstt (7)	1320-2040
Lab Attendant (10)	800-1150

Main Issues

70.92 The main issues relating to NICFS are : Grant of UGC pay-scales to Criminology Faculty; Upgradation of the post of Professor(Criminology) and bringing it at par with that of Addl Director in Forensic Science Faculty, since both are heads of their respective Faculties · Introduction of flexible complementing scheme for Forensic Science Faculty and Upgradation of the post of Director to the rank of Director General of CPOs

Our recommendations

70.93 **We do not agree with the suggestion for giving UGC scales of pay to the members of Criminology Faculty** as it will unnecessarily disturb the existing relativities. However, **we recommend that the post of Professor (Criminology) may be redesignated as Addl Director and brought at par with Addl Director of the Faculty of Forensic Science in the scale of pay of Rs.4500-5700. The post of Reader and Lecturer in the Criminology Faculty may also be redesignated as Asstt Director and Senior Scientific Officer** respectively in their existing pay scales. We further recommend that **all the above Faculty posts, namely Professor, Reader and Lecturer in the Criminology Faculty should in future be filled by deputation from Universities**. As regards promotion avenues, since the members of the Forensic Science Faculty are not R&D professionals, they may be covered under the Assured Career Progression Scheme discussed in the relevant chapter. **With regard to the status of Director, we do not recommend any change in view of the organisational size and set-up. The scientific personnel may be given the scales of pay as recommended by us for the Science and Technology staff. The general duty personnel may be given the replacement scale as recommended by us in the relevant chapter.**

Director General Civil Defence Role and Posts

70.94 The Directorate General of Civil Defence is the apex advisory body in the field of Civil Defence and Fire Fighting. There are two training institutions under its charge, namely National Civil Defence College and National Fire Service College, both located at Nagpur. The Directorate General Civil Defence comprises the following posts:

Post	Scale (Rs.)
Director General (1)	7300-7600
Fire Advisor (1)	4100-5300
Dy Director General (2)	3700-5000
Dy Fire Advisor (1)	3000-5000
Asstt Director General (3)	3000-5000
Senior Staff Officer (1)	3000-4500
Junior Staff Officer (2)	2000-3500

Besides, there are other supporting staff in group B, C and D categories

Main Issue

70.95 It has been demanded that the scales of pay of Fire Advisor and Deputy Fire Advisor should be upgraded to the scales corresponding to Rs 7300-7600 and Rs.5100-6150 respectively, in view of the expertise involved in their work

Our recommendations

70.96 We have considered the qualification and job responsibilities of the posts of Fire Advisor and Deputy Fire Advisor, **but are unable to find justification for upgradation of their scales of pay.** However, with the rationalisation of pay scales in general, the scale of pay of Fire Advisor will stand revised to the scale corresponding to Rs.4500-5700. **Posts other than common categories may be given their replacement scales. Posts in the common categories may be given appropriate scales as recommended by us in the relevant chapters.**

National Civil Defence College

70.97 National Civil Defence College, Nagpur under the aegis of Director General Civil Defence, is a premier institution of training in the field of Civil Defence. The main aim of the institution is to maintain continuity of industrial production through civil defence training and to provide emergency relief during hostile attack. It comprises the following posts

Post.	Scale of Pay (Rs.)
Director (1)	3700-5000
Dy Director (2)	3000-4500
Asstt.Director (3)	2375-3500
Deputy Asstt Director (1)	2000-3200

Besides, there are also supporting staff in group B, C and D categories.

Main Issue

70.98 The main issue in respect of this College relates to the bringing of the institution within the purview of University Grants Commission and renaming the institution as "Institute of National Civil Defence".

Our recommendations

70.99 **We have considered the demand and recommend that status-quo may be maintained with regard to the status and name of the institution. The differnt posts may be given their replacement scales while the common categories may be given scales as recommended by us in the relevant chapter.**

National Fire Service college

70.100 National Fire Service College, Nagpur conducts training courses in the field of fire services. The main posts in the institution are as under:

Post	Scales (Rs.)
Director (1)	3700-5000
Dy Director (2)	3000-4500
Asstt Director (6)	2375-3500
Deputy Asstt Director (2)	2000-3200

Besides, there are posts of supporting staff in group B,C and D categories as already indicated.

Our recommendations

70.101 We recommend that **various posts in the institution may be given their replacement scales and the common categories of posts may be given appropriate scales** as recommended by us in the relevant chapters

Secretariat Security Organisation (SSO) Background and Role

70.102 The Secretariat Security Oganisation (SSO) was created in the year 1939 with the objective of regulating entry of persons to Central Government offices and for preventing illegal removal of Government papers and property

Organisation

70.103 SSO comprises two wings, namely, (i) Secretariat Security Force (SSF), which guards the central government buildings and regulates entry into government offices situated in the security zone; and , (ii) Central Reception Organisation (Reception wing) consisting of reception network for issuing passes authorising entry into such government buildings. The overall command and control of SSO vests in the Chief Security Officer in the scale of pay of Rs.3000-4500 plus spl pay of Rs.400/p.m. He is assisted by the Deputy Chief Security Officer in the scale of pay of Rs.2200-4000. The other posts in the two wings of SSO are as under :

Distribution of posts

70.104 **Secretariat Security Force (SSF)**

Post	Scale(Rs.)
Subedar Major (1)	Rs.1400-2600
Inspector (7)	Rs.1320-2040
Sub-Inspector (28)	Rs.1150-1500
Havaldar (90)	Rs.825-1200
Sepoy (1200)	Rs.775-1150

Central Reception Organisation

Post	Scale (Rs.)
Chief Supervisor (1)	Rs.1640-2900 plus spl pay of Rs.150/-p.m. (Gp B gazetted non-ministerial)
Supervisor (9)	Rs.1640-2900 (Gp B gazetted non-ministerial)
Senior Reception Officer (29)	Rs.1400-2300
Junior Reception Officer (58)	Rs.1200-2040

Main Issues

70.105 The main issues in respect of SSO relate to upgradation of posts ranging from Chief Security Officer to Sepoy in SSF so as to bring them at par with corresponding posts in CPOs and, upgradation of different posts in the Reception Wing of SSO.

Our recommendations

70.106 Since the duties of guarding various buildings by SSF wing of SSO are more or less similar to those of the Central Industrial Security Force (CISF) personnel, **we recommend that SSF be merged with the CISF** and all

eligible and suitable personnel be absorbed in CISF at the appropriate levels **Similarly, since the Reception Wing is being mostly manned by deputationists from the Central Secretariat, the posts in this wing should be encadred with the Central Secretariat Service (CSS).** Accordingly, the pay scales of different posts in the Reception Wing will be at par with the scales prevailing in Central Secretariat and will thus stand revised as under :

Post	Proposed Scale (Rs.)
Chief Supervisor (1)	2500-4000 without spl pay
Supervisor (9)	2000-3500
Senior Reception Officer (29)	1640-2900
Junior Reception Officer (58)	1200-2040

Directorate of Coordination (Police Wireless) (DCPW) Role

70.107 The Directorate of Coordination (Police Wireless) (DCPW) set up in the year 1946 is an apex body entrusted with the responsibility of establishing, developing, upgrading and modernising the country's vast police tele-communication systems/network. It has a network of 27 inter-state police wireless stations located at state capitals It also imparts training to the entire police telecommunication personnel in the country.

Organisation

70.108 The Directorate consists of about 1290 personnel, most of whom possess technical and professional qualifications. It is headed by a Director who concurrently holds charge of Inspector General (Communication) in Border Security Force. The hierarchy of group A officers manning the Directorate is as under:

Post	Scale (Rs.)
Director (Police Telecommunication) (1)	5900-6700
Joint Director (1)	3700-5000
Deputy Director (7)	3000-4500
Assistant Director (19)	2200-4000
Extra Assistant Director (28)	2000-3500

Besides, there are supporting staff in the wireless wing, cryptography wing, maintenance wing, ministerial cadre and group D staff.

Main Issues

70.109 The main issues concerning DCPW are : (i) grant of group A status with Rs.2200-4000 scale to Extra Assistant Director (Rs.2000-3500) whose entry level qualification is BE (Electronics), (ii) upgradation of the rank of Director (Rs.5900-6700) to the level of Addl Director General (P) in the scale of Rs 7300-7600 and (iii) creation of a post of Addl Director in the scale of Rs.4500-5700.

Our recommendations

70.110 As the Extra Assistant Directors are not recruited through the Combined Engineering Services examination, **we recommend that they may continue in their existing scale of Rs.2000-3500 which is the scale recommended for other directly recruited graduate engineers** who do not come through the Combined Engineering Services exam **We also find that the number of group A officers in the Directorate is small and hence the status of the Director is appropriate.** However, to provide a proper pyramidal structure, we

recommend upgradation of the post of Joint Director (Rs.3700-5000) and its redesignation as Addl Director in the scale of pay of Rs.4500-5700. Further, two posts of **Deputy Director in the scale of Rs.3000-4500 may be upgraded** to the rank of Joint Director in the scale of **Rs.3700-5000.**

National Crime Records Bureau (NCRB)

70.111 The National Crime Records Bureau (NCRB) was constituted in the year 1986 and is mainly responsible for maintaining computerised Crime Information System. It is headed by a Director in the pay scale of Rs. 5900-6700 who is from the IPS and is assisted by Deputy Directors, Asstt Directors, Joint Asstt Directors and other subordinate staff. The majority of the staff is EDP trained.

Sardar Vallabh Bhai Patel National Police Academy (SVP NPA)

70.112 The SVPNPA is the Premier Police Training Institution in India imparting training to IPS officers of all ranks. The Academy also conducts short courses for IAS officers and senior officers of other Central services. The SVPNPA is headed by a Director with a fixed pay of Rs.7600/-p.m. who is assisted by Joint Director, Dy Directors, Asstt Directors and other supporting staff besides the non-gazetted uniformed staff comprising Constables to Inspector.

North Eastern Police Academy (NEPA)

70.113 The North Eastern Police Academy (NEPA) is a Police Training Institute under the Ministry of Home Affairs imparting training to police personnel of the 7 North-Eastern States. It is situated 22 Kms away from Shillong in Meghalaya. It is headed by a Director in the pay scale of Rs.5100-6150 who is assisted by a Joint Director, a Dy Director, Asstt Directors and other staff. The total staff strength is 237.

Bureau of Police Research and Development (BPR&D)

70.114 The BPR&D was established in the year 1970 as an attached office under the MHA with a view to promoting a speedy and systematic study of police problems in a changing society and bringing about rapid application of science and technology to the methods and techniques of the police in the country. It is headed by a Director General, an IPS officer in the pay scale of Rs. 7300-7600 who is assisted by three Directors and other police officers, experts and scientific officers in different ranks. BPR&D also has 3 Forensic Science laboratories, Central Detective Training Schools and Govt. Examiner of Questioned documents under it.

Central Forensic Science Laboratory (CSFL)

70.115 The CFSL was established in 1968 and is located in New Delhi. It is the largest, most comprehensive and modern Forensic Science Laboratory in the country. It analyses the crime exhibits using the most advanced scientific technology and prepares comprehensive expert reports for critical evaluation of truth in crime investigation. It is headed by a Director in the pay scale of Rs.5100-6300 who is assisted by a Principal Scientific Officer in the scale of Rs.3700-5000 and other staff of different categories totalling 151.

Our recommendations

70.116 **The replacement scales for analogous posts recommended by us in the relevant chapters will be given to the posts in the above organisations.**

DEPARTMENT OF OFFICIAL LANGUAGES

Functions

70.117 The Department of Official Language was set up in June 1975 under the Ministry of Home Affairs for implementation of constitutional clauses concerning Official Language and Official Language Act, 1963 The Department is responsible for all matters concerning the use of Hindi as the Official language of the Union, including monitoring of the Hindi Teaching Scheme for Central Government employees and publication of newspapers and periodicals,organisation of Central Secretariat Official Language Service and their cadre management, matters concerning Central Hindi Committee and Central Translation Bureau.

Organisation

70.118 The Department of Official Language headed by a Secretary has a total strength of 85 and has under it three subordinate offices, viz. (i) Central Hindi Training Institute including Hindi Teaching Scheme (575 posts) (ii) Central Translation Bureau (275 posts) and (iii) Regional Implementation Offices (73 posts).

Central Secti Official Language Service(CSOLS)

70.119 CSOLS was set up in 1981 to bring about uniformity in scales of pay, provide promotion avenues and improve service conditions of the Hindi Staff.

The details of posts in CSOLS are as under:

Sl.No.	Designation	No.of posts	Pay Scale (Rs.)
1.	Director	14	3700-5000
2.	Dy.Director	46	3000-4500
3.	Asstt. Director	145	2000-3500
4.	Sr.Translator	192	1640-2900
5.	Jr.Translator	410	1400-2600

Main Demands

70.120 Two main demands pertaining to CSOLS are that (i) the posts of Junior Translators and Senior Translators be upgraded and given the scale of Rs. 1640-2900 and Rs. 2000-3500 respectively and their posts redesignated as Translator and Translation officer respectively. Similarly, the pay scales of Asstt Director, Deputy Director and Director are also sought to be revised upwards to Rs 3000-4500, Rs.3700-5000 and Rs. 4500-5700 respectively, and (ii) Direct recruitment at the level of Asstt. Director which is at present 50% should be stopped and 100% vacancies be filled up by promotion from amongst the Sr Translators to remove the prevalent stagnation.

Our recommendations

70.121 **We recommend the following scales for CSOLS**

Designation	No. of Posts	Pay scale	Remarks
Director	(14 posts)	(Rs.4500-5700)	Upgraded, due to upgradation of feeder post.
Joint Director	(20 posts)	(Rs.3700-5000)*	* by re-distribution of the existing 46 posts of Deputy Director.)
Deputy Director	(26 posts)	(Rs.3000-4500)*	
Asstt. Director Grade I	(65 posts)	(Rs.2500-4000)	** ** (By re-distribution of the existing 145 posts of Assistant Director) (Mode of Rectt. 50% Direct and 50% by promotion)
Asstt.Director Grade-II	(80 posts) (	Rs.2000-3500)**	
Senior Translator	(192 posts)	(Rs. 1640-2900)	No Change
Junior Translator	(410 posts)	(Rs. 1600-2660)	Rationalisation

Central Hindi Training Institute(including Hindi Teaching Scheme)

70.122 Central Hindi Training Institute was established in 1985 as a subordinate office of the Department of Official Languages to conduct full time and in-service training courses viz Prabodh, Praveen, Pragya, Hindi Typing and Hindi Shorthand. The details of posts in the Central Hindi Training Institute are as under:-

S.No.	Designation	No.of Posts	Pay Scale (Rs.)
1.	Director	1	3700-5000
2.	Deputy Director	7	3000-4500
3.	Asstt. Director	55	2000-3500
4.	Hindi Pradhyapak	195	1640-2900

Main Demands

70.123 It has been demanded that Director be placed in the scale of Rs. 4500-5700 while Deputy Director be redesignated as Joint Director and placed in the scale of Rs. 3700-5000. Similarly the post of Asstt. Director is sought to be redesignated as Senior Hindi Pradhyapak/Dy.Director with scale of Rs. 3000-4500 while the scale of Rs. 2200-4000 has been demanded for Hindi Pradhyapak.

Our recommendations

70.124 **We recommend the scale of Rs.2000-3500 for the post of Hindi Pradhyapak,** in view of its minimum recruitment qualification of post-graduation. As **for the post of Asstt. Director, the scale of Rs. 2500-4000 is**

recommended. Deputy Director should continue in the existing scale of Rs. 3000-4500 and the post of Joint Director be created in the scale of Rs. 3700-5000. The post of Director should be upgraded to Rs. 4500-5700 to be on par with the Director of other Central Services. Thus the proposed structure will be as under -

Designation	Pay scale	No. of posts
Director	(Rs.4500-5700)	1 post
Joint Director	(Rs.3700-5000)	2 posts by upgrading posts of Dy.Director
Deputy Director	(Rs.3000-4500)	5 posts
Asstt. Director	(Rs.2500-4000)	55 posts
Hindi Pradhyapak	(Rs.2000-3500)	195 posts

Central Translation Bureau

70.125 The Central Translation Bureau (CTB) under the Department of Official Langauge has the following posts :-

Designation	No.of Post	Pay-scale (Rs.)
Director	1	Rs.4100-5300
Jt Director	4	Rs.3700-5000
Dy Director	2	Rs.3000-4500
Asstt Director	5	Rs.2200-4000
Translation Officer	36	Rs.2000-3500
Sr.Translator	54	Rs.1640-2900
Technical Asstt	9	Rs.1400-2300

70.126 It has been demanded that all the posts in CTB should be upgraded.

Our recommendations

70.127 **Since the recruitment qualification for Technical Assistant is Master's degree in Hindi, we recommend that they should be given the pay-scale of Rs.1640-2900. Similarly the qualification for Sr. Translator is post graduation with diploma in translation work and 3 years experience. We recommend the scale of Rs. 2000-3500 for the post. Consequently the promotion post of Translation Officer should carry the pay scales of Rs.2500-4000. While we do not recommend any change in the existing pay scales of Asstt Director, Deputy Director and Joint Director, we recommend that the post of Director be upgraded to Rs.4500-5700.**

Other Departments/Attached and Subordinate Offices

70.128 Apart from the above, certain issues have also been raised in respect of Legislative Department, Ministry of Law, Justice and Company Affairs, Armed Forces Headquarters/Inter Service Organisations (ISOs) and other subordinate offices in respect of Hindi Officials which are enumerated in the succeeding paragraphs.

Legislative Deptt. Ministry of Law Justice and

70.129 It has been demanded that (i) a separate department may be set up for doing the legal work in Hindi as the Official Language Wing of the Ministry of Law is different from the Department of Official Language of Ministry of Home

Company Affairs Affairs, (ii) the job of Translators (Rs. 1600-2660) being highly academic and technical, the post be redesignated as Junior Legislative Counsel, especially when the posts of higher officers have since been redesignated as Additional Legislative Counsels, Deputy Legislative Counsels and Asstt. Legislative Counsels (all group 'A' posts).

Our recommendations 70.130 **We recommend that a cadre comprising Official Language Wing and Vidhi Sahitya Prakashan in the Legislative Department be created. With regard to Translators, we suggest that they be redesignated as Sr. Translators and placed in the scale of Rs. 1640-2900 which has been recommended by us for Sr. Hindi Translators of CSOLS.**

AFHQ/Inter Service Organisations 70.131 The following posts (Hindi) exist in Armed Forces Head quarters(AFHQ)/Inter Service Organisations(ISOs) which are sought to be upgraded.

Principal Hindi Officer	(Rs.3700-5000)	2 posts
Chief Translation Officer	(Rs.3000-4500)	3 posts
Translation Officer	(Rs.2000-3500)	26 posts
Sr.Translator	(Rs.1640-2900)	70 posts
Jr.Translator	(Rs.1400-2600)	32 posts

Our recommendations 70.132 **We recommend the following scales for different categories of posts and suggest that all these posts in AFHQ/ISOs be brought under one cadre namely Armed Forces Official language Service (AFOLS).**

Designation	No. of Posts	Pay scale	Remarks
Principal Hindi Officer	**(01 post)**	**Rs.4500-5700**	**(By upgrading one of the existing two posts of Principal Hindi Officer)**
Chief translation Officer- Gd.I	**(2 posts)**	**Rs. 3700-5000**	**(By re-designating one post of Principal Hindi Officer and upgrading one post of Chief Translation Officer)**
Chief Translation Officer- Gd.II	**(2 posts)**	**Rs.3000-4500**	**(By retaining remaining two posts of Chief Translation officer)**

Designation	No. of Posts	Pay scale	Remarks
Translation Officer Gd.I	**(10 posts)**	**Rs.2500-4000**	**(By upgrading 10 posts out of 26 posts of Translation Officer)**
Translation Gd.II	**(16 posts)**	**Rs.2000-3500**	**(By retaining 16 posts of Translation Officer).**
Sr. Translator	**(70 posts)**	**Rs.1640-2900**	
Junior Translator	**(32 posts)**	**Rs.1600-2660**	

Other Subordinate offices

70.133 The following Hindi posts existing in various subordinate offices are sought to be upgraded:

Director (OL)	(Rs.3700-5000)
Dy.Director(OL)	(Rs.3000-4500)
Asstt. Director(OL)	(Rs.2000-3500)
Sr.Hindi Translator	(Rs.1640-2900)
Jr.Hindi Translator	(Rs.1400-2600)

Our recommendations

70.134 **We recommend the following scales for different categories of posts in subordinate offices and suggest that the proposed hierarchy may be applied to all Subordinate Offices subject to their functional requirement:-**

Director	**(Rs.3700-5000)**
Dy.Director	**(Rs.3000-4500)**
Asstt.Director Gd.I	**(Rs.2500-4000)**
Asstt. Director Gd.II	**(Rs.2000-3500)**
Sr.Hindi Translator	**(Rs.1640-2900)**
Jr.Hindi Translator	**(Rs.1600-2660)**

The Assured Career Progression Scheme will take care of the isolated posts existing in various Departments.

71

Ministry of Human Resource Development

INTRODUCTION

The Ministry of HRD

71.1 The Ministry of Human Resource Development was set up in 1985 with the objective of integrating efforts for development of human potential in the areas of Education, Women and Child Development, Art and Culture, Youth Affairs and Sports. Its constituent departments are :-

I) Department of Education
ii) Department of Culture
iii) Department of Youth Affairs and Sports
iv) Department of Women & Child Development

71.2 Each Department has a separate secretariat which is headed by a Secretary. All the four departments function independently.

Department of Education

Functions

71.3 The role of the Department of Education, as perceived in the National Policy on Education is "to reinforce the national and integrative character of education, to maintain quality and standards (including those of the teaching profession at all levels), to study and monitor the educational requirements of the country as a whole in regard to manpower for development, to cater to the needs of research and advanced study, to look after the international aspects of education, culture and human resource development and, in general, to promote excellence at all levels of the educational pyramid throughout the country."

Organisation

71.4 The Secretariat of the Department is headed by the Secretary, who is assisted by an Additional Secretary. The total staff strength in the main Secretariat in different grades is as indicated below :-

Group 'A'	124
Group 'B'	405
Group 'C'	408
Group 'D'	260
Total	1197

Subordinate offices

71.5 There are four subordinate offices under the department and their total staff strength is 811. Group-wise distribution of these posts in different offices is as follows :-

OFFICE	GROUP A	GROUP B	GROUP C	GROUP D	TOTAL
Dte of Adult Education	25	13	56	29	123
Central Hindi Directorate	22	105	77	64	268
Commission for Scientific & Technical Terminology	17	35	57	9	118
Central Institute of Indian Languages	92	40	107	63	302
TOTAL					**811**

Demands

71.6 Various demands have been received from the main Department of Education and other subordinate offices, which are discussed in the succeeding paragraphs.

Advisory Officers

71.7 Advisory Officers in the secretariat of Department of Education have demanded formation of a Central Education Service as an organised group 'A' service. The Department of Education has questioned the need for advisory posts in the secretariat, due to availability of technical advice from specialised institutions in all sectors of education like UGC, NCERT, AICTE, etc. Moreover, it is understood that following the substantial improvement in the pay scales in universities and engineering institutions hardly anybody at senior levels is prepared to come to these posts. The Department has, therefore, decided in consultation

with DOP&T to convert the advisory cadre posts to Secretariat posts of equivalent status in a phased manner. While doing so, adequate care is being taken that the promotional prospects of existing incumbents of advisory posts are not diminished. While endorsing the decision of the Department to retain only a core group of advisory posts, we recommend that the remaining posts which are earmarked for being phased out should be abolished instead of being converted into secretariat posts. There is a scope for reduction of manpower in this Department which is dealing with a subject of prime concerning to State Governments.

Joint Director (Planning) and Senior Systems Analyst

71.8 The Department in its official memorandum has pointed out the difficulties being experienced in filling up the posts of Joint Director (Planning) and Senior Systems Analyst. It is understood that UPSC has meanwhile recommended a candidate for appointment to the post of Joint Director (Planning) on deputation basis. As such, by the time the vacancy arises again, the departmental Deputy Director (Planning) will be eligible for promotion to the post. **The department may, however, consider encadrement/earmarking of the post of Joint Director (Planning) (one post), Deputy Director (Planning) (two posts) and Assistant Director (Planning) (five posts) in the Indian Statistical Service/Indian Economic Service. Similarly the lower posts of Investigator (Rs. 1640-2900) (6 posts) and Statistical Assistants (Rs. 1400-2300) (19 posts) should form part of the proposed Subordinate Statistical Service at appropriate level.** The proposal of the department for encadrement of the post of Senior Systems Analyst in the cadre of EDP posts in the NIC, is in order.

DIRECTORATE OF ADULT EDUCATION

Functions

71.9 The Directorate of Adult Education functions as the National Resource Centre in the field of adult education and total literacy campaigns. The Directorate has 6 units with identified professional and administrative functions.

Technical Assistant

71.10 Demands have been made for higher pay scales for Technical Assistant, Senior Artist and Audio-Visual Assistant. We have considered each of these demands. **The post of Technical Assistant (Rs.1400-2300) should be upgraded and merged with the post of Senior Technical Assistant in the higher pay scale of Rs. 1640-2900, as the recruitment qualifications prescribed for recruitment to the two grades are the same (Postgraduate degree).** This is also on the analogy of similar merger done for the two categories of posts in different organisations under the Deptt. of Culture of the same Ministry.

Senior Artist

71.11 The post of Senior Artist (1600-2660) is filled by direct recruitment. The essential qualifications prescribed for the post are (I) Diploma in Arts and (ii) experience in production of audio-visual material for education. Degree in Arts and experience in book illustration and cover designing are desirable qualifications. There is also a post of Artist in the pay scale of Rs.1400-2300 with a degree or diploma in fine/commercial arts and 2 years' experience as the essential qualifications. Taking into account their qualification and the general pattern of pay scales approved by us for the common category of artists, we recommend that **the posts of Artists may be organised in the grades of Rs.1600-2660 for Artist and Rs.1640-2900** for Senior Artist. **The Assured Career Progression Scheme will apply in their case with direct recruitment**

at the level of Artist, 100% promotion at the level of Senior Artist and a dynamic ACP grade of Rs.2000-3500.

Audio-Visual Assistant

71.12 The Department has already upgraded the post of Audio Visual Assistant to the pay scale of Rs 1640-2900 and thus settled the demand However, since Assured Career Progression Scheme will also apply in their case, the two higher ACP scales recommended are Rs. 2000-3500 and Rs.2500-4000.

CENTRAL INSTITUTE OF INDIAN LANGUAGE, MYSORE

Organisation and functions

71.13 The Central Institute of Indian Languages at Mysore was established in July, 1969 to help evolve and implement the language policy of the Government of India and coordinate the development of Indian Languages. The Institute conducts research in areas of language development such as Pedagogy, Technology and Language use in society, Government and education, with an emphasis on problem solving and national integration. The nature of work in the organisation is such that its further growth can be better achieved by converting it into an autonomous organisation. **We recommend that the Central Institute of Indian Language be converted into an autonomous organisation to facilitate its growth as an academic institution.**

Demands and recommendations

71.14 Meanwhile, various demands relating to grant of higher pay scales to various posts in the Institute have been considered by us. We recommend the following:-

a) **We have not found enough justification for revision of the pay scale of Language Laboratory Technicians and Engineer (Central Equipment Pool).**

b) **Artists in the Institute should continue in the pay scale of Rs. 1400-2300,** with two ACP pay scales of Rs.1640-2900 and Rs. 2000-3500.

c) The UGC pay scales have been extended to Lecturers and Lecturer-cum-Junior Research Officers, and extension of Career Advancement Scheme to them is stated to be under active consideration of the department. In this context we feel that **wherever UGC pay scales have been adopted in an academic institution the career advancement/merit promotion scheme should also be adopted.** In fact, both pay scale and promotion scheme should be given in a package form. The promotion pattern here will be in lieu of Assured Career Progression Scheme recommended by us.

d) The post of Research Assistant in the Institute is filled in by direct recruitment. The essential qualifications for recruitment to the post are (I) Master's degree in Linguistics/Comparative Philology/Indian Language and Literature/Sociology/ Anthropology, etc.; (ii) one year's research/teaching experience, and (iii) proficiency in any Indian language as a subject at secondary school level in the case of Master's degree of Arts in

Linguistics. Keeping in view the higher recruitment qualifications and the fact that the cadre has been declared as a dying one, it is recommended that **the pay scale be upgraded from Rs. 1640-2900 to Rs. 2000-3500**.

COMMISSION FOR SCIENTIFIC AND TECHNICAL TERMINOLOGY AND CENTRAL HINDI DIRECTORATE

Organisation and functions

71.15 The main task of the Commission for Scientific and Technical Terminology (CSTT) is the evolution of scientific and technical terminology in Hindi and other Indian languages, whereas for Central Hindi Directorate, it is compilation of bilingual and trilingual dictionaries. The nature of work in the two organisations is basically academic and research oriented. **We therefore recommend that the two organisations should be converted into autonomous institutions.** The pay scales and promotion prospects of research staff in both the organisations have suffered over a period of time. Department of Education appointed various expert Committees from time to time but their recommendations have not been implemented so far. In this context, we have reviewed the entire cadre structure of the two organisations.

Our recommendations CSTT

71.16 We feel that the cadre structure of the technical posts in the Commission for Scientific & Technical Terminology needs to be rearranged. **The posts of Research Assistant (Rs.1640-2900) should be redesignated as Assistant Scientific Officer in the pay scale of Rs. 2000-3500, in view of the nature of their work and the fact that their recruitment qualification is a postgraduate degree. The pay scale of Assistant Education Officer/Scientific officer may be revised to the replacement scale of Rs.2500-4000, while Asstt. Director (Rs. 2200-4000) will continue in the same pay scale and will be given the corresponding replacement scale. While the initial recruitment at Research Assistant level shall be made by direct recruitment, the posts of Asstt. Education Officer and Scientific Officer should be filled by promotion. The post of Asstt. Education Officer will also then be redesignated as Scientific Officer. For the grade of Asstt. Director, the method of recruitment should be made 50% by promotion and 50% by direct recruitment.**

Central Hindi Directorate

71.17 The cadre of research posts in the Central Hindi Directorate needs a similar re-organisation. **The pay scales and designations of Research Assistant (Rs.1640-2900) and Assistant Education Officer (Rs.2000-3200) should be changed to Assistant Research Officer and Research Officer in the scales of Rs.2000-3500 and Rs. 2500-4000 respectively. It is also recommended that the pay scale of General Editor (Hindi) should be revised to Rs.3700-5000, but it should continue to be filled by direct recruitment. The initial recruitment at Research Assistant level should be made 100% by direct recruitment and those at Research Officer and Deputy Director/Regional Director level should be by promotion. The method of recruitment at Assistant Director level should be changed to 50% by promotion and 50% by direct recruitment.**

Department of Youth Affairs and Sports

Functions

71.18 The main objective of the Department of Youth Affairs and Sports is the development of human potential in the areas of youth affairs and sports to harness young energy for nation building activities, while in sports the Department's endeavour has been to achieve the twin goals of "sports for all" and "excellence in performance". In order to achieve these objectives, the Department of Youth Affairs & Sports organises national integration camps, festivals for university students, adventure programmes and exhibitions for youth. The Department also extends vocational training for youth with a view to preparing them to take up self-employment.

Demands and our recommendations

71.19 Demands have been made for revision of the pay scales of Youth Officer and Youth Assistant. We have not found enough justification for revising the pay scale of Youth Officer to Rs. 2200-4000, at par with that of Education Officer. However **in case of Youth Assistant, Grade II, the pay scale of Rs. 1320-2200 appears anomalous in view of the fact that UDCs are promoted to this post. Youth Assistant, Grade II should be redesignated as Youth Assistant and placed in the pay scale of Rs. 1400-2300. The Youth Assistant, Grade I (Rs.1600-2660) should be redesignated as Youth Organiser and placed in the pay scale of Rs. 1640-2900. The initial recruitment should be made at Youth Assistant level and existing qualification for recruitment should continue. The Assured Career Progression Scheme should be extended to the cadre, after including the posts of Youth Officer (Rs. 2000-3500).**

Department of Women and Child Development

Functions

71.20 The Department of Women and Child Development has been set up to give the much needed impetus to the holistic development of women and children. The Department, in its nodal capacity, formulates plans, policies and programmes, enacts/amends legislation, guides and coordinates the efforts of both governmental and non-governmental organisations working in the field of women and child development. The Secretariat of the Department is headed by a Secretary, who is assisted by three Joint Secretaries and a Financial Advisor. The activities of the Department are undertaken through two bureaux: (I) Bureau of Nutrition and Child Development and (ii) Bureau of Women Welfare and Development - each headed by a Joint Secretary.

Organisations

71.21 The total staff strength of the Department is 289. Group-wise distribution of the posts is as indicated below :-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
31	101	101	56	289

FOOD AND NUTRITION BOARD

Functions

71.22 The Food and Nutrition Board was established with the primary objective of tackling the problem of malnutrition among the people, through a combination of both long-term and short-term measures, particularly in the sectors of nutrition education and food technology. The infrastructure of the Board comprises a Technical Wing at the Centre, four regional offices at Delhi, Mumbai, Calcutta and Chennai and 43 Community Food and Nutrition Extension Units, located in 27 States/Union Territories. In the context of implementation of the National Nutrition Policy, FNB along with its field units was transferred to the Department of Women and Child Development w.e.f. 1.4.93. This organisational change was effected to enable the Department of Women and Child Development to function more effectively in the field of nutrition.

Status of a Scientific Organisation

71.23 The work undertaken by the technical officers of the Food and Nutrition Board is of a technical nature, comparable to those of any scientific organisation of the Government of India. Since the Nutritionists, Food Technologists and other scientists working in the Board have no organised service to take care of their service conditions, they have been debarred from any of the benefits provided by the government to other scientific organisations/personnel. A demand has, therefore, been made that the Food and Nutrition Board should be accorded the status of a scientific organisation and in-situ promotion, as in the Department of Health, should be given to them. **We have not found this demand to be justified in view of the functions assigned to the Board.**

Our recommendations

71.24 There are other demands for upgradation of the pay scales of various technical posts in the Board. In view of the detailed justification furnished by the Department of Women and Child Development for their upgradation, we make the following recommendations:-

a) **The pay scale of Technical Adviser (Nutrition) should be revised to Rs. 4500-5700. This has been suggested with a view to bring some parity in the pay scale of Adviser (Nutrition) with posts of Adviser in other Ministries.**

b) **The number of posts of Joint Technical Adviser be increased to two by upgradation of one post of Deputy Technical Adviser. The pay scale of Joint Technical Adviser should also be revised to Rs.3700-5000 from the existing pay scale**

of Rs.3000-5000.

c) The pay scales of Deputy Technical Adviser and Asstt Technical Adviser may remain as such and only corresponding replacement scale be given. These changes shall rationalise the cadre structure to correspond with the standard structure of organised Group 'A' service.

Technical Assistants, Demonstrators

71.25 Upward revision of pay scales of the posts of Technical Assistant/Demonstrator in the Food and Nutrition Board has also been demanded, in the context of nature of their duties which involves extension activities, education and training in the periphery. We have examined the cadre structure of these posts and recommend the following :-

a) **The pay scale of Demonstrators, Technical Assistant and Assistant Chemist should be revised from Rs. 1400-2300 to Rs. 1600-2660** in view of the recruitment qualification which is a B.Sc. degree in Chemistry, Biochemistry, Food Technology, etc.

b) **46 posts of Demonstration Officer/Senior Technical Assistant and 7 posts of Chemist, both in the pay scale of Rs. 1640-2900, should be divided into two Grades. 50% of these posts in two grades should remain in the existing pay scale and designated as Grade II, while the remaining 50% posts should be upgraded in the pay scale of Rs. 2000-3500** and should be redesignated as Demonstration Officer Grade I, Technical Assistant Grade I and Chemist Grade I. The Assured Career Progression Scheme recommended by us shall apply in these three grades.

c) The existing provision for 25% promotion at Demonstrator/Technical Assistant level shall continue. **The Laboratory Assistants recruited in the grade of Rs.975-1540 shall be redesignated as Laboratory Technicians and shall be organised in the following three grades :-**

1.	**Lab. Technician, Grade III**	**Rs.950-1500**
2.	**Lab. Technician, Grade II**	**Rs.1200-2040**
3.	**Lab. Technician, Grade I**	**Rs.1400-2300**

d) The Lab. Technician Grade I (Rs. 1400-2300) shall form the feeder grade for promotion to the post of Demonstrator/Technical Assistant/ Asstt. Chemist to the extent of 25%, provided they possess a B.Sc. qualification. The existing Lab. Assistants in the pay scale of Rs. 975-1540 shall remain in the same pay scale on personal basis, till such time they are promoted to Lab Technician, Grade II.

e) Although the recruitment qualification of Chemist is the same as that of Demonstration Officer i.e. a degree with Chemistry as a

subject, the Department may retain them as a separate entity in view of their functional needs.

Department of Culture

Functions

71.26 The Department of Culture plays a vital role in the promotion and dissemination of art and culture in the country. Its aim is to develop ways and means by which basic values and perceptions can be instilled in the minds of people, particularly the young. Towards this end, it undertakes programmes of preservation, encouragement and dissemination of various manifestations of creative activity, both past and present. The Department is engaged in excavation, conservation and promotion of ancient monuments and historical sites, administration of libraries, museums and institutions of anthropology, catering to institutions and organisations in the areas of Buddhist and Tibetan studies, promotion of literacy, visual and performing arts, celebration of centenaries and anniversaries of important personalities and conclusion of cultural agreements with foreign countries.

Organisation

71.27 The Secretariat of this Department is headed by the Secretary who is assisted by three Joint Secretaries. The total staff strength of the Department in different grades in the Secretariat is as follows :-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
26	97	145	80	348

71.28 The department has the following two attached offices and six subordinate offices :-

ATTACHED OFFICES:-

I) Archaeological Survey of India, Delhi
ii) National Archives of India, Delhi

SUBORDINATE OFFICES:-

I) Anthropological Survey of India, Calcutta
ii) National Museum, New Delhi
iii) National Gallery of Modern Art, Delhi

iv) National Library, Calcutta
v) National Research Laboratory of Conservation of Cultural Property, Lucknow
vi) Central Reference Library, Calcutta.

ARCHAEOLOGICAL SURVEY OF INDIA

Functions

71.29 The Archaeological Survey of India undertakes systematic survey of the various regions of the country. The work relating to conservation of monuments, site exploration and preservation, epigraphical research and setting up of museums is also entrusted to it. Besides, the organisation is involved in creating infrastructure such as office buildings, sculpture sheds and museums for exhibits, setting up laboratories to carry out scientific studies and financing voluntary organisations for preservation of unprotected monuments.

Organisation

71.30 The total staff strength of the Survey is as under :-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
166	330	1578	6130	8204

Assistant Archaeologists

71.31 The entry grade to technical posts in the Archaeological Survey of India is Assistant Archaeologist (Rs.1640-2900), with the essential qualification of a postgraduate degree in History/Archaeology/ Anthropology with two years' postgraduate diploma in Archaeology. A demand for a higher pay scale at this level has been made. The Archaeological Survey of India, in their official memorandum, have stated that keeping in view the educational qualifications, nature of duties and responsibilities attached to the post of Assistant Archaeologist and the all India transfer liability, the present pay scale of Rs. 1640-2900 for the post is not commensurate with the job requirements. Further, the initial entry in other sister organisations like the Geological Survey of India is in the pay scale of Rs. 2000-3500. Consequently, the ASI is experiencing difficulty in appointing qualified persons. They have, therefore, recommended upward revision in the pay scale of Assistant Archaeologists.

Constitution of Central Archaeological Service

71.32 **In the context of the importance of propagation, preservation and conservation of cultural heritage of the country, it is proposed to recommend the constitution of a Central Archaeological Service.** The service will include all Group 'A' technical posts in the Archaeological Survey of India and the National Research Laboratory for Conservation of Cultural Property (NRLCP). In the Archaeological Survey of India, the technical posts are in five distinct cadres, namely, Archaeology, Conservation, Scientific, Epigraphy and Horticulture. The existing technical cadre in the NRLCP comprises scientific posts and some posts in the conservation stream. It is proposed to constitute the service by including all

the technical cadres, other than Horticulture, in the Central Archaeological Service and technical posts in NRLCP. The Horticulture cadre will remain separate.

Initial recruitment

71.33 The method of recruitment at the initial induction stage of Deputy Superintending Officers in various disciplines like Archaeology, Epigraphy, Chemistry, Archaeological Engineer, etc. is recommended as 75% by direct recruitment, as the combined strength of the cadre at this grade shall be 80 posts, whereas the number of posts in the feeder grade of Assistant Superintending Officers in different disciplines shall be only 66. Thus only 25% of the posts at the initial induction level of the service is recommended for being filled by promotion.

Feeder grades

71.34 The feeder grade to the service shall be formed by merging existing Groups 'B' and 'C' technical posts in Archaeology, Conservation, Science and Epigraphy cadres in Archaeological Survey of India and Scientific and Conservation cadres in NRLCP. These shall comprise two grades in the pay scale of Rs.2000-3500 (66 Posts) and Rs.1640-2900 (249 posts). Direct recruitment shall be made only at the level of Rs.1640-2900, and all the posts in the higher grade of Assistant Superintending Officer in various disciplines shall be filled 100% by promotion.

Combined strength

71.35 The combined strength of various posts in different pay scales in different wings/cadres of Archaeological Survey of India and NRLCP shall be as follows:-

-POST/SCALE OF PAY	NO. OF EXISTING POSTS	STRENGTH OF PROPOSED SERVICE	METHOD OF RECRUITMENT
1. Director General (Rs.7300-7600)	1	1	Direct Rectt.
2. Addl.Director General (Rs.5900-6700)	2	3	Promotion
3. Joint Director General (Rs.4500-5700)	2	18 NFSG	NFSG Promotion
4. Director/Chief Epigraphist (Rs.3700-5000)	16		
5. Superintending Grade (Rs.3000-4500)	52	75	Senior scale in 4 years.
6. Deputy Suptdg. Grade (Rs.2200-4000)	103	80	75% DR 25% PR

7	Asstt. Suptdg. (Rs.2000-3500)	66	66	100% by promotion
8.	Assistant Archaeologist (Rs.1640-2900)	249	249	Direct recruitment

Groups 'B', 'C' and 'D' posts

71.36 In the context of large number of demands made for revision of pay scales, upgradation of posts, merger of different grades and changes in method of recruitment for various posts in different cadres of the Archaeological Survey of India, the cadre structure of the organisation has been examined and after careful consideration of each demand, we recommend some restructuring of Groups 'B', 'C' and 'D' posts in different cadres in the organisation.

Conservation Cadre

71.37 i) **The post of Monument Attendant (Rs.750-940) needs to be organised in three grades** in the context of the general recommendations for organising all Group 'D' posts in a 3-tier pay structure. The existing 3,413 posts of Monument Attendant need to be distributed in the following three grades:

Monument Attendant, Grade-III	Rs.750-940
Monument Attendant, Grade-II	Rs.775-1025
Monument Attendant, Grade-I	Rs.800-1150

ii) **The posts of Foreman (Rs.950-1400) and Caretaker (Rs.950-1500) should be merged, and redesignated as Monument Assistant, Grade III** and placed in the scale of Rs.950-1500. While 50% of the posts should be filled by direct recruitment as at present, the remaining 50% of the posts should be filled from the Monument Attendants, on the basis of a limited departmental competitive examination.

iii) **The 77 posts of Conservation Assistant, Grade II (Rs.1200-2040) may be redesignated as Monument Assistant, Grade II** and as part of the rationalisation of pay scales, placed in the scale of Rs. 1320-2040. These posts may be filled entirely by promotion from Monument Assistant, Grade III.

iv) Having regard to the qualification of Diploma in Engineering prescribed for the post of **Conservation Assistant Grade I, presently in the scale of Rs. 1400-2300, this may be placed in the scale of Rs.1600-2660. Apart from redesignating the post as Monument Assistant Grade I**, in the context of the higher pay scale now proposed, 75% of the posts (instead of 33.3% at present) should be filled by direct recruitment and 25% by promotion from Monument Assistant Grade II

v) Following the upgradation of the post of Conservation Assistant Grade I, the posts of Senior Conservation Assistant would be placed in the scale of Rs 1640-2900 and will be filled 100% by promotion

Scientific Cadre

71.38 The duties and responsibilities of Chemical Assistant and Senior Chemical Assistant are identical. The recruitment qualification for the lower post of Chemical Assistant is a Master's degree in Chemistry. There is complete analogy with the posts of Technical Assistant/ Senior Technical Assistant which were merged by the Fourth CPC. The same benefit needs to be extended to this cadre as well. **43 posts of Chemical Assistant should, therefore, be upgraded in the pay scale of Rs.1640-2900 and merged with 14 posts of Senior Chemical Assistant (Rs.1640-2900).** The method of recruitment at Chemical Assistant level should be revised as 100% direct recruitment and the provision of 10% promotion quota for 1 post of Preservation Assistant should be discontinued. The posts of Chemical Assistant (Rs. 1640-2900) and above in the Scientific Cadre shall form the part of the feeder grade to the proposed Central Archaeological Service.

71.39 Preservation Assistant (1 Post) (Rs.1200-1800) and Laboratory Assistant (8 posts) (Rs.975-1540) need to be reorganised in three grades of Lab. Assistant Grade III (Rs.975-1500) (4 Posts), Grade II (Rs.1200-2040) (4 Posts) and Grade I (Rs.1400-2300) (1 Post) to provide promotion avenues under the Assured Career Progression Scheme.

Epigraphy Wing

71.40 In the Epigraphy Wing, all the posts are in the pay scale of Rs 1640-2900 and above, which are proposed to be merged in the feeder grade to the recommended Central Archaeological Service. In the merged cadre, the posts should not be divided for each oriental language. These should be combined for promotion purposes. Subject-wise requirement can be taken care of at the level of initial recruitment at the levels of Sr. Epigraphical Assistant (Rs.1640-2900) and Deputy Superintending Epigraphist (Rs.2200-4000). One post of Deputy Superintending Epigraphist (Numistic), which is at present isolated, will in the process get merged with the cadre and will have equal opportunity for promotion.

71.41 The pay scale of Epigraphical Assistant was upgraded to Rs.1640-2900 only in April, 1990. A demand has been made for giving effect to upgradation with effect from 1.1.1986 on the ground that posts of Technical Assistant were upgraded and merged with Senior Technical Assistant w.e.f. 1.1.86 on the recommendations of Fourth CPC. As a general policy, it is not possible for us to recommend anything from a retrospective date. As such, the demand should be looked into by the Government.

Horticulture Cadre

71.42 The demands relating to Horticulture posts in the Survey up to the level of Sr. Horticulture Assistant (Rs.1640-2900) have been considered separately and recommendations made in our chapter on Common Category of gardeners and Nursery Workers. Department of Culture has recommended upgradation of four posts of Deputy Superintending Horticulturist (Rs.2200-4000) to a higher pay scale of Rs.3000-4500, at par with corresponding posts of Deputy Director of Horticulture in CPWD After considering the method of recruitment to the post and recruitment qualifications, **we recommend that the Horticulture Cadre in the Survey should be restructured in the following manner :-**

DESIGNATION/SCALE OF PAY	NO. OF POST(S)	METHOD OF RECRUITMENT
Joint Director General, Horticulture (Rs.4500-5700)	**One**	**Promotion**
Director, Horticulture (Rs.3700-5000)	**One**	**Promotion**
Suptg.Horticulturist (Rs.3000-4500)	**One**	**Promotion**
Dy.Suptg.Horticulturist (Rs.2200-4000)	**Two**	**33% Promotion 66% Direct Recruitment**

71.43 Department may also explore the possibility of entrusting the horticulture activities to private agencies so that the staff in the department would only be engaged in contact management and supervision. This would involve the liquidation of the departmental cadre at the lower levels within a definite time-frame.

Architectural Survey Cadre

71.44 A demand has been raised for upgradation of the pay scale of Surveyor, Grade II and merger of the post with Surveyor Grade I. Upgradation has also been demanded for other posts in Architectural Survey Cadre in the organisation. We have considered these demands and in view of the fact that Surveyors, Grade I and II are recruited with a minimum essential qualification of Matric along with a 2 years Diploma in Surveying, **We recommend that the present structure of Architectural Survey cadre be maintained.**

Electric Cadre

71.45 Based on the suggestion made by Department of Culture, we **recommend that the posts of Mechanic (Rs.950-1400), Wireman (Rs.950-1400) and Junior Mechanic** (Rs.775-1150) be merged and designated as Mechanic Grade III in the pay scale of Rs.950-1500. Recruitment to the grade should be made with a matric qualification plus ITI Certificate in the trade. The next two higher grades i.e. Mechanic Grade II and Grade I shall be in the pay scales of Rs.1200-2040 and Rs.1400-2300 respectively. The posts of Electrician and Mechanical Superviser shall be merged with this cadre with their redesignation as Mechanic Grade II and Mechanic Grade I respectively.

Isolated posts

71.46 There are a number of isolated posts in the Archaeological Survey of India. As a part of general rationalisation of pay scales, the post of Motor Mechanic (Rs.1350-2200) shall be placed in Rs.1400-2300. Similarly Carpenter, Gestetner Operator, Khansama and Mason which are in the pay scale of Rs. 950-1400 shall be placed in Rs.950-1500 as part of the general rationalisation in pay scales.

71.47 **The post of Pharmacist (Rs.1200-2040) should be reorganised into three grades - Rs.1400-2300, Rs.1640-2900 and Rs.2000-3500** - as

recommended by us elsewhere. The initial recruitment should be made in the pay scale of Rs.1400-2300 with 10+2 and Diploma in Pharmacy. The existing Pharmacist, who is in a lower pay scale should be placed in the pay scale of Rs.1400-2300, only if he possesses the requisite qualification; otherwise he gets his replacement scale.

71.48 The following three-grade structure is recommended for isolated posts, with provision for promotion under Assured Career Progression Scheme:-

POST	PAY SCALE GRADE III	1ST ACP SCALE GRADE II	2ND ACP SCALE GRADE I
Motor Mechanic	Rs.1400-2300	Rs.1600-2660	Rs.1640-2900
Carpenter	Rs.950-1500	Rs.1200-2040	Rs.1400-2300
Book Binder	Rs.950-1500	Rs.1200-2040	Rs.1400-2300
Black Smith	Rs.950-1500	Rs.1200-2040	Rs.1400-2300
Mason	Rs.950-1500	Rs.1200-2040	Rs.1400-2300
Tractor Driver	Rs.950-1500	Rs.1200-2040	Rs.1400-2300

71.49 The existing incumbent to the post of Book binder, who is in the pay scale of Rs.1150-1500, may be placed at the appropriate level depending on his length of service in the three suggested pay scales.

Artist Cadre

71.50 The pay scale of Artist (Rs.1350-2200) may be revised to Rs.1400-2300 as part of our recommendations on rationalisation of pay scales.

Work Assistants

71.51 The pay scale of Work Assistant Grade I may be raised to Rs.1600-2660, which will make it equivalent to the post of Head Clerk. Both the posts should then be the feeder grade for promotion to the post of Junior Accounts Officer.

NATIONAL RESEARCH LABORATORY FOR CONSERVATION OF CULTURAL PROPERTY, LUCKNOW

Functions

71.52 The National Research Laboratory for Conservation of Cultural Property, Lucknow (NRLCP) carries out research in the field of conservation of cultural heritage with a view to developing new methods of conservation and improving upon the existing methods. The laboratory has fully developed divisions of analytical research, bio-deterioration, stone and building material, paper, metals, conservation, training, photo-documentation, library and information services, to meet the specific requirements of conservation work. A regional centre to cater to the conservation needs of the Southern States has been established at Mysore.

Strength

71.53 The total staff strength of the Laboratory is 87. Group-wise distribution of the posts is as follows:-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
17	12	31	27	87

Upgradation of posts

71.54 The post of Senior Scientific Assistant of posts (Rs.1640-2900) shall form part of the feeder grade to the Central Archaeological Service in the corresponding grade and we do not recommend any upgradation of the post, as demanded. The pay scale of Repairer (Rs.950-1500) in the Laboratory is anomalous and we recommend that the post be placed in a pay scale recommended by us as replacement scale to Rs.1200-1800 to bring it at par with the pay scale of their counterparts in the National Museum and National Archives under Department of Culture.

NATIONAL ARCHIVES OF INDIA, NEW DELHI

Functions

71.55 The National Archives of India houses Central Government records of permanent value for preservation and use. It has in its custody, private papers of national importance and microfilmed copies of records of Indian interest acquired from abroad. It tenders advice regarding technical know-how for better preservation of valuable records to various Government Departments, voluntary institutions and individuals. The School of Archival Studies imparts training under its One Year Diploma and various short term courses to Indian and foreign trainees. The duties and responsibilities of the National Archives of India have increased considerably and recently it has been entrusted with the responsibility of acting as a nodal agency for implementation of the Public Record Act passed by the Parliament in 1993.

Organisation

71.56 There are about 502 posts in the organisation in different grades as indicated below:-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
24	116	207	155	502

Central Archival Service

71.57 The Department of Culture have proposed constitution of a Central Archives Service to cater to the promotion aspirations of the professionals recruited to posts in the National Archives. At present, initial recruitment in the National Archives is made to the Group 'C' post of Assistant Archivist, for which the essential qualification is a Master's Degree in History with a *diploma in* Archival Studies or two years' experience in the relevant field. Higher posts of

Archivist (Rs.2000-3500), Assistant Director of Archives (Rs.3000-4500), Deputy Director, etc. are filled on promotion basis. The post of Director (Rs.5900-6700) is, however, filled by direct recruitment. The recruitment qualifications of Archivists are the same as are required for a teaching post in an academic institute/university. Candidates are also required to possess a professional degree like Diploma in Archival studies in addition to academic qualifications. Up to the Second Pay Commission, Archival staff received better salaries than teaching staff in Universities.

71.58 **In the above context, we recommend that an organised Central Archival Service (Group 'A') be constituted**. The existing 95 posts, Assistant Archivist (48 posts) and Archivist (47 posts) be redistributed in three grades of Assistant Archivist (Rs.1640-2900), Archivist (Rs.2000-3500) and Assistant Director, Grade II (Rs.2200-4000) with a grade strength of 41, 40 and 14 posts respectively. The newly created grade of Assistant Director Grade II should form the junior time scale of the proposed Service and be filled 50% by promotion and 50% by direct recruitment. The currently available posts of Assistant Director in the scale of Rs. 3000-4500 will be redesignated as Assistant Director Grade I but in the same scale. As part of the reorganisation, the post of OSD (1 post) (Rs.3000-5000) and Deputy Director (3 out of a total of 5 Posts) (Rs.3700-5000) should be merged in the pay scale of Rs.3700-5000 with the revised grade strength at 4. The remaining two posts of Deputy Director (Rs.3700-5000) should be placed in Non-functional Selection Grade of Rs.4500-5700 with the designation of Joint Director. The existing post of Joint Director (Rs.4100-5300) should then be upgraded as Additional Director in the pay scale of Rs.5900-6700. The pay scale of Director General of Archives, which is lower in relation to the pay scale of the heads of other organisations under Department of Culture, should be revised to a pay scale equivalent to the replacement scale of Rs.7300-7600.

Cadre structure

71.59 The entire cadre structure of Central Archival Service shall be as follows:-

DESIGNATION/PAY SCALE(NO. OF POSTS)	PRESENT METHOD OF RECRUITMENT	RECOMMENDED SANCTIONED POST	RECOMMENDED METHOD OF RECRUITMENT	REMARKS
Assistant Archivist (Rs.1640-2900) (48)	Direct Rectt. M.A.History+Diploma or 2 yrs. experience.	41	Direct recruitment	By redistribution of the 95 posts in first two grades into three scales with a view to constitute an organised Group 'A' service.
Archivist (47) (Rs.2000-3500)	Promotion	40	Promotion	
Assistant Director(Nil) (Rs.2200-4000)	--	14	50% DR 50% PR	
Assistant Director Rs.3000-4500) (14)	Promotion	14	Promotion	
O.S.D. (1) (Rs.3000-5000)	Tr.on Dep.]]	04		Redistribution of 5 Posts of Dy.Director,

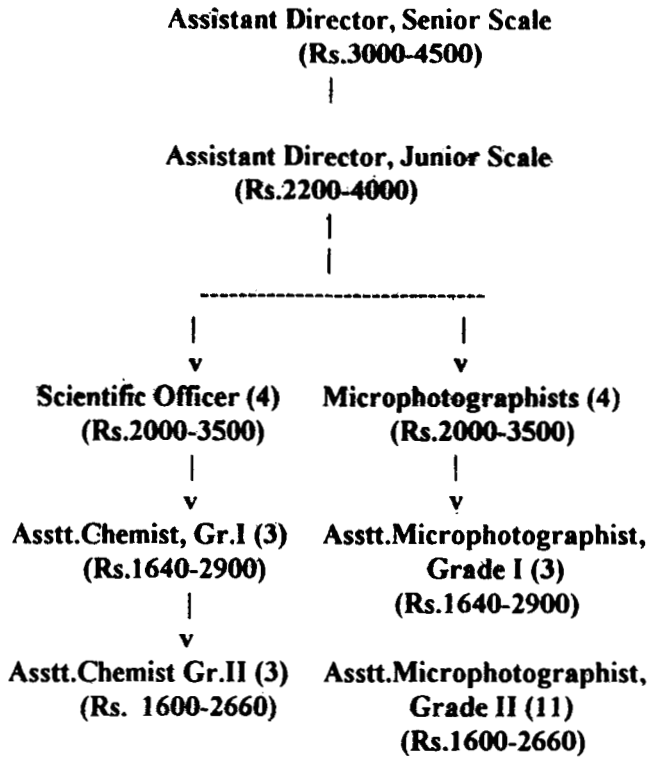
Dy.Director (Rs.3700-5000)	(5)	Promotion		OSD and Joint Director and to provide NFS Grade at par with other group 'A' service
Joint Director (Rs.4500--5700	(1)	Promotion R/R are being framed	02	
Additional Director General(Rs.5900-6700)	--		01 Promotion Failure by Direct Rectt.	Creation suggested with a view to raise the pay scale of DG and to make available this post to the recommended organised Group 'A' Service.
Director General (1) (Rs.3700-7600)	--		01 -do-	
TOTAL POSTS			117	

Chemists and Micro-photographists

71.60 There is an organised cadre of scientific posts with 2 streams - Chemist and Microphotographist Initial recruitment to both the cadres is made at Assistant Chemist Grade II and Assistant Microphotographist Grade II in the pay scale of Rs.1400-2300 with a B.Sc. qualification with Chemistry and Physics as elective subjects. In both the streams, there are higher posts of Assistant Chemist Grade I and Asstt. Microphotographist Grade I (Rs.1640-2900) and Scientific Officer and Microphotographist (Rs.2000-3500). The next higher grade of Assistant Director of Archives (Conservation) (1 Post) (Rs.3000-4500) is filled by promotion, to which Scientific Officer and Microphotographist form the feeder grade. However, in accordance with the proposals relating to the constitution of the Central Archival Service, an intermediate post of Assistant Director (Conservation) in the scale of Rs. 2200-4000 will need to be provided by upgrading one of the five existing posts of Microphotographists. The existing post of Assistant Director in the scale of Rs.3000-4500 would now be called Assistant Director, Senior scale. As such, the category of Scientific Officer and Microphotographist will now become the feeder grade to Assistant Director (Junior Scale).

71.61 Demand has been made for merger of the posts of Assistant Chemist Grade II (Rs.1400-2300) and Grade I (Rs. 1640-2900) as also the posts of Asstt. Microphotographist Grade II (Rs.1400-2300) and Grade I (Rs.1640-2900), on the analogy of merger of Archivist Grade II and Grade I done earlier on the basis of the recommendations of the Fourth CPC. We have considered this demand and in the context of recruitment qualifications to the grade of Assistant Chemist Grade I and Assistant Microphotographist Grade I, we feel that the analogy of merger is not at all established while there is a case for upgradation. **We, therefore, recommend the pay scale of Rs.1600-2660 for the post of Assistant Chemist Grade II and Assistant Microphotographist Grade II. Considering the fact that the recruitment qualifications for the post of Assistant Chemist Grade II and Assistant Microphotographist Grade II are the same, the department could examine the feasibility of merging the two streams into a single stream without compromising the functional requirement.**

71.62 **The revised cadre strength of the conservation stream would, therefore, be as under :**



Asstt.Engineer and Foreman (Mech.)

71.63 In the context of the demand for upgradation of the pay scale of Assistant Engineer (Rs.2000-3500) and Foreman (Mechanical) (Rs.1400-2300), **we recommend that the pay scale of Foreman (Mechanical) be revised** to Rs.1600-2660 as recruitment qualification to the post is diploma in Mechanical/Electrical Engineering with two years' experience. The two existing posts of Assistant Engineer may be divided into two grades of Assistant Engineer Grade II (Rs. 2000-3500) and Assistant Engineer Grade I (Rs.2500-4000) for the purpose of providing Assured Career Progression Scheme to them.

Para-Professionals

71.64 There are good number of para-professional staff like Record Attendants, Menders, Binders, etc. and at present they are divided into two different grades Demand made to merge these posts in a single grade and give a higher pay scale to them, does not have much justification. **We, therefore, recommend that these posts should form part of the Group 'D' posts, and should be organised into a 3-tier structure,** as proposed for Group 'D' posts. Instead of having a wide variety of posts having different designations, all Group 'D' personnel in the organisation be designated as auxilliary staff and be required to perform diverse functions presently entrusted to separate and clearly identifiable personnel. The existing post of Special Grade Record keeper shall then be filled by promotion from Group D' posts in general and shall be placed in the pay scale of Rs. 950-1500 instead of Rs. 950-1400 as part of the general rationalisation of pay scales.

NATIONAL MUSEUM

Functions

71.65 The National Museum holds collections of over two lakhs works of exquisite art, of both Indian and foreign origin, covering the last 5,000 years of our cultural heritage. Opening of National Museum Institute of Art History, Conservation and Museology for post-graduate and doctoral studies has added new dimensions to the National Museum's educational arena. Besides, the National Museum Institute also provides three courses for the public, on Art Appreciation, Indian Art and Culture and Kala-Nidhi-Kosh. The Director General, National Museum is the Vice-Chancellor of National Museum Institute which is a Deemed University. In addition to training opportunities in the field of Museology and Conservation and according permission to photograph and filming of objects, the Museum also provides access to the reserve collection and library to museum professionals, scholars, educationists and general public. The National Museum Laboratory also undertakes projects on restoration of oil paintings for various units.

Organisation

71.66 The National Museum has a sanctioned strength of 350 posts. Their Group-wise distribution in different grades is as indicated below :-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
34	33	120	163	350

Merger of Technical Assistants and Curatorial Associate

71.67 The benefit of the upgradation of the posts of Technical Assistant and Curatorial Associate to the pay scale of Rs. 1640-2900 on the basis of the recommendations of the Fourth CPC was withdrawn after two years, due to the interpretation that the recommendations of the Fourth CPC were applicable only in case of Technical Assistants and Senior Technical Assistants of the Department of Culture in the Ministry of HRD and that these did not apply to other organisations of the department. The merger of analogous posts in other organisations in the Department of Culture has already taken place making it illogical to exclude the posts in the National Museum. **We, therefore, recommend that the posts of Technical Assistant and Curatorial Associate may be merged and placed in the replacement scale corresponding to the scale of Rs.1640-2900. Since our recommendations normally have only prospective effect, the decision on whether the scale of Rs.1640-2900 should be extended retrospectively w.e.f. 1.1.86 is left to the Government.**

Central Museum and Arts Service

71.68 Having regard to the importance of preserving the rich and diverse cultural heritage of the country, we are also of the view that adequate steps should be taken to strengthen the organisations involved in this sphere. Of the six

subordinate offices under the Department of Culture, the **National Museum and National Gallery of Modern Art are the two organisations directly related to the fields of Art and Museology. It would be desirable to merge the Group 'A' technical posts in these two organisation in order to constitute an organised service which can be named the Central Museum and Art Service. Posts in scales of pay below Rs.2200-4000 in the two organisations will, however, continue in separate cadres as at present and incumbents will be eligible for induction in the combined Group 'A' service on the basis of a common seniority list.**

Feeder Grades to the organised Service

71.69 There are certain other posts in the National Museum which are not part of its present cadre of technical posts. The recruitment qualification of these posts are, however, such that they can also be included in the feeder grades to the proposed Group 'A' Indian Museum and Art Service. We, therefore, recommend that **the post of Senior Museum Lecturer (Rs.1640-2900) (2 Posts), Museum Lecturer (Rs.1400-2300) (2 Posts), Research Officer (Rs.2000-3500) (1 Post) and Curator, Dr. Zakir Hussain Museum (Rs.1400-2300) (1 Post) should be included in the feeder grades for promotion to the proposed Central Museum and Art Service. The pay scale of Museum Lecturer and Curator, Dr. Zakir Hussain Museum should be revised to the replacement scale corresponding to the scale of Rs.1640-2900 instead of their present pay scale of Rs.1400-2300, in view of the high educational qualifications and the duties and responsibilities attached to these posts. The consideration that these posts have no promotion prospects also justify the proposed upgradation. As a consequence of the upgradation of the pay scale of Museum Lecturer, the post of Senior Museum Lecturer should be placed in the higher pay scale of Rs.2000-3500. Similarly, the post of Chemical Assistant (Rs.1400-2300) and Senior Chemical Assistant (Rs.1640-2900) in the National Museum may be merged in the higher pay scale of Rs.1640-2900. Since the present recruitment qualification for the post of Chemical Assistant is only a Bachelor's degree in Science with two years experience, it will be necessary to enhance the initial recruitment qualification to the merged post to M.Sc. in Chemistry. Thus, the technical posts** which are at present in three grades of Rs.1400-2300, Rs.1640-2900 and Rs.2000-3500 shall be reorganised in two grades with the following grade strength:-

DESIGNATION	NO. OF POSTS	
	EXISTING	RECOMMENDED
Curatorial/Preservation Officer (Rs.2000-3500)	2	8
Senior Technical Assistant (Rs. 1640-2900)	39	33
Total	**41**	**41**

71.70 The post of Curatorial/Preservation Officer which will include Senior Technical Restorer and Research Officer, Senior Museum Lecturers, etc will be filled 100% by promotion from the lower grade of Senior Technical Assistant (Rs 1640-2900) and will itself be the feeder grade for the proposed Central Museum and Art Service.

Group 'A' posts in the organised service

71.71 We now come to the Group 'A' posts in the Central Museum and Art Service. Unlike other organised Group 'A' Services, the element of direct recruitment at the entry level of Deputy Keeper (Rs.2200-4000) (18 Posts) may be kept at 75%, in view of the fact that the strength of the feeder grade (Curatorial/Preservation Officers) is only 8 posts. At the time of initial constitution of the service, posts of Deputy Keeper, Assistant Chemist and Restorer in the National Museum and Restorer and Deputy Keeper in National Gallery of Modern Art would be included. The next higher grade of Keeper (Rs.3000-4500) (15 Posts) will include Senior Restorers and Keepers of the National Gallery of Modern Art and Chemists of the National Museum in addition to the posts of Keeper in the two organisations. The grade of Assistant Director (Rs.3700-5000) (3 Posts) shall include 2 posts of Chief Restorer in the National Museum. The grade of Rs.4500-5700 shall comprise the post of Deputy Director in National Museum and Director in National Gallery of Modern Art, the latter to be upgraded from its present pay scale of Rs.3000-5000. **Since there is no intermediate post in between the Director General (Rs.7300-7600) and Deputy Director (Rs.4500-5700), it is recommended that a post of Additional Director General in the pay scale of Rs.5900-6700 be created as a part of the organised service.**

Cadre strength

71.72 **The revised cadre strength of the Service shall be as under :-**

DESIGNATION/ PAY SCALE	**NO.OF POSTS**	**METHOD OF RECTT.**
Director General (Rs.7300-7600)	1	Promotion failing which by direct recruitment
Addl.Director General (Rs.5900-6700)	1	Promotion failing which by direct recruitment
Deputy Director (Rs.4500-5700) and Director,National Gallery of Modern Art (NGMA) (Rs 3000-5000)	2	Promotion from Assistant Director
Assistant Director (Rs 3700-5000) (Includes two posts of Chief Restorers)	3	Promotion

Keeper (Rs.3000-4500) (Includes Keepers and Sr.Restorers in NGMA and Chemists in National Museum)	15	Promotion from Deputy Keeper	
Deputy Keeper (Rs.2200-4000) (Includes Asstt.Chemists and Restorers in NM and Restorers & Deputy Keepers in NGMA)	18	75% Direct recruitment.	M.A.in History +Dip.in Museology+Research experience.
Curatorial/ Preservation Officer (Rs.2000-3500) (includes Senior Technical Restorer(1) and Research Officer (1) in NM	8	Promotion	
Sr.Technical Assistant (Rs.1640-2900) (Includes Sr.Museum Lecturer(2), Museum Lecturer(2) and Curator in Zakir Hussain Museum.	33	Direct recruitment	M.A.in Fine Arts/M.Sc. Chemistry
TOTAL	**81**		

71.73 **The Central Museum and Art Service and its feeder grades include the sub-cadres of museology, chemistry, restoration, etc. for which study of history and museology, chemistry and fine arts is necessary. As such the discipline-wise recruitment could be resorted to initially in the pay scale of Rs.1640-2900 and again in the pay scale of Rs.2200-4000 against the direct recruitment quotas.** Since there is no organised cadre at present in any of the disciplines mentioned, the inter-se-seniority of incumbents of different posts now merged in the organised service and its feeder grades shall have to be determined with reference to the length of their service in the respective grades.

Senior Projectionist, Modellers etc.

71.74 A demand has been made for upgradation of the post of Senior Projectionist (Rs.1350-2200), Modeller (Rs.1400-2300) and Tailor (Rs.950-1400) on the ground that the corresponding pay scales for these posts in other departments of the Government of India are higher. We have examined this demand. While the pay scale of Senior Projectionist may be revised to Rs.1400-2300 as part of general rationalisation of pay scales, a higher grade of Projectionist Grade I in the pay scale of Rs.1600-2660 should be provided under the recommended Assured Career Progression Scheme. The pay scale of Modeller

may be revised to Rs.1600-2660 with reference to the educational qualifications prescribed. The post of Tailor (Rs.950-1400) which is an isolated post should be organised into three grades for the purpose of promotion under Assured Career Progression Scheme. These may be : Tailor Grade II (Rs.950-1500), Tailor Grade I (Rs.1320-2040) and Senior Tailor (Rs.1400-2300).

Moulder

71.75 A demand has been projected for placement of Moulder (Rs.950-1400) in the Plaster-cast Unit of the National Museum in a higher pay scale, at par with his counterparts in the Fibre Glass Section in the Museum, whose pay scale is Rs.1200-2040. We do not find any justification for equating the two posts, in view of the higher educational qualifications required for recruitment of Moulder in the Fibre Glass Unit. However, in order to provide adequate promotion avenues under the Assured Career Progression Scheme, the Moulders in the Plaster-cast and Fibre Glass sections may be merged and reorganised in the following 4-grade structure:-

Moulder Grade III	-	Rs. 950-1500
Moulder Grade II		Rs.1320-2040
Moulder Grade I	-	Rs.1400-2300
Senior Moulder	-	Rs.1600-2660

71.76 **The Moulder in the Fibre Glass Unit should be initially recruited in the second scale of Rs.1320-2040.**

Oil Painting Assistants

71.77 There are two Assistants in the Museum, who assist in conservation of oil paintings. They are paid a consolidated pay of Rs. 1400 per month. A demand has been made to increase the amount to Rs.3,400 per month. These two posts were created in 1984 specifically in connection with a project for conservation of paintings of foreign origin on a consolidated salary of Rs. 800 per month. Incumbents were required to possess a B.Sc. degree. The Fourth CPC revised the consolidated pay to Rs. 1,400 per month. Considering the fact that the posts were intended for a specific project, these should have been abolished immediately on its completion, instead of continuing the posts indefinitely. This may be done forthwith and the question of enhancement of the consolidated pay of the incumbents should not arise. In case it is not possible, for valid and justified reasons, to terminate their service, they should be adjusted against existing vacancies in the Museum, subject to their being otherwise suitable.

ANTHROPOLOGICAL SURVEY OF INDIA

Functions

71.78 The Anthropological Survey of India has, over the years, grown to be one of the premier scientific research organisations in the country. It is committed to the study of human surface both in terms of biology and culture with special emphasis on tribes and weaker sections of our society. It is also engaged in collection, preservation and documentation of ancient human remains and in the study of their biocultural characteristics. The horizon of the Survey's activities has since been substantially expanded in keeping with the national objectives concerning preservation of environment, welfare of women and children, nutritional

status and biological fitness of the population as well as study and documentation of our rich bio-cultural heritage.

Organisation

71.79 There are about 702 posts in the organisation in different grades as indicated below:-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
94	158	297	153	702

Demands

71.80 The research personnel in the Anthropological Survey of India are recruited with a specialised qualification of a Master's degree in Anthropology, but at a lower grade of Rs.1400-2300 and Rs.1640-2900 with designation of Senior Technical Assistant and Research Associate. Demands have been made that research personnel in the Survey should be given appropriate higher pay scales commensurate with their qualifications and for this purpose various suggestions like grant of UGC pay scale, upgradation of the posts of Research Associate and Assistant Anthropologist, revision of the pay scale of Joint Director and Deputy Director to restore their earlier status which was higher than that of Professor and Reader in the Universities, etc. have been given.

Organised Service - Central Anthropological Service

71.81 Ideally, the initial entry in an organisation of this nature, which is highly specialised, and requires aptitude for and orientation towards research and creativity should not be in a scale lower than Rs.2000-3500. This is particularly true where the recruitment qualification is a postgraduate degree with specialisation and experience in research. Even in the case of UGC, posts of Research Assistants, Demonstrators, etc. in the lower grades are being discontinued and gradually converted into those of lecturers. We examined the cadre of technical posts in the Survey and felt that promotion prospects and **standard of technical work being undertaken by the Anthropological Survey of India can be improved only by way of organising the technical posts into an organised Group 'A' service to be called the Central Anthropological Service, so that the posts in different specialisations can be clubbed together in a cadre in such a manner that their career progression is assured and uniformity is maintained in the promotional prospects of technical posts in different sub-specialities. Requirements of the organisation in different sub-specialities e.g. Physical Anthropology, Cultural Anthropology, Ecology, Linguistics, Psychology, etc. can be taken care of at the time of initial direct recruitment to the Junior Time Scale. Those holding Groups 'B' and 'C' posts at present, which will form the feeder grades to the proposed Central Anthropological Service, should be groomed in different sub- specialities during the course of their appointment in the Survey.**

71.82 We, therefore, recommend the following steps for re-organisation of the cadre of technical posts in the Survey:-

Feeder Grade

a) **The posts of Senior Technical Assistant (Rs.1400-2300) should be upgraded and merged with Research Associate**

(Rs.1640-2900) in view of its recruitment qualification, which is a Master's degree in Anthropology

b) **The two posts, one each of Senior Tech. Assistant (Bio-chemistry) and Sr. Tech. Asstt. (Psychology), which are the promotion posts for the posts of Jr. Technical Assistant (Bio-chemistry and Psychology) (Rs.1200-2040) may be retained separately to protect the promotion interests of Jr. Technical Assistant (Bio-chemistry and Psychology). The posts of Jr. Technical Assistants in the discipline of Bio-chemistry and Psychology should be upgraded to the pay scale of Rs. 1600-2660 in view of their recruitment qualification, which is a degree in Bio-chemistry and Psychology. The posts may also be declared as part of a dying cadre and once the posts are vacated on promotion of existing incumbents to the post of Senior Tech. Assistant, they should be abolished. The two posts of Senior Technical Assistant (Bio-chemistry) and Sr. Tech. Assistant (Psychology) should then be included in the cadre of Research Associate in the pay scale of Rs. 1640-2900.**

c) The posts of Assistant Anthropologist (Rs.2000-3500), which are at present filled 50% by direct recruitment and 50% by promotion should be filled 100% by promotion.

Group 'A' posts in the organised cadre

d) **The method of recruitment to the posts of Anthropologists (Rs.2200-4000), which is at present 75% by direct recruitment and 25% by promotion, should be changed to 50% by direct recruitment, 25% by promotion from Assistant Anthropologist and 25% by Limited Departmental Competitive Examination.**

e) The posts of Superintending Anthropologists should be redesignated as Senior Anthropologists in the same pay scale and method of recruitment **at this level as well as for all the higher levels above Deputy Director (Rs.3700-5000) should be promotion failing which by direct recruitment.**

f) **The post of Joint Director (Rs.4100-5300) (2 Posts) should be upgraded to the pay scale of Rs. 4500-5700 and its sanctioned strength increased to 3. In addition, one post of Additional Director General should be created to facilitate the promotion of officers of the Central Anthropological Service to the level of Director General.** The matching saving for this upgradation/creation of posts should be mobilized by abolishing two out of existing eight posts of Deputy Director in the pay scale of Rs.3700-5000, so as to retain the present authorised strength of various technical posts at 286, out of which 90 posts shall form part of the recommended Indian Anthropological Service and remaining 196 posts of the feeder grades of Research Associate (Rs 1640-2900) (151 Posts) and

Asstt. Anthropologists (Rs.2000-3500) (45 Posts). The revised cadre strength of the proposed Central Anthropological Service shall be as under:-

S.NO.	DESIGNATION/ SCALE OF PAY	NO.OF POST(S)	METHOD OF RECRUITMENT
1.	Director General (Rs.8000 fixed)	1	Promotion failing which by direct recruitment
2.	Add.Dir.General (Rs.7300-7600)	1 (by upgrading 1 post of Jt.Dir.)	Promotion failing which by direct post recruitment
3.	Director (Rs.5900-6700)	1	Promotion
4.	Joint Director (Rs.4500-5700)	3	Promotion
5.	Dy.Director (3700-5000)	6	Promotion
6.	Sr.Anthropologist (Rs.3000-4500)	18	Promotion
7.	Anthropologist (Rs.2200-4000)	60	50% D.R. 25% Promotion 25% LDCE.
8.	Asstt.Anthropologist (2000-3500)	45	100% Promotion
9.	Research Associates (Rs.1640-2900)	151	100% DR with those possessing Master's degree in the relevant field.
	TOTAL	**286**	

Sound Technician

71.83 In view of the recruitment qualifications of the post of Sound Technician (Rs.1400-2300), which is a Degree/Diploma in Engineering with Communication Engineering as specialisation, the posts should be placed in the pay scale of Rs.1600-2660, as part of our general recommendation to rationalise the pay scale with reference to the recruitment qualification. The next two higher pay

scales under the Assured Career Progression Scheme, recommended by us will be Rs.1640-2900 and Rs.2000-3500 and shall include the post of Senior Sound Technician in the pay scale of Rs.1640-2900.

NATIONAL GALLERY OF MODERN ART

Functions

71.84 The National Gallery of Modern Art is basically a repository of our contemporary visual art presenting three phases : (i) the later part of the 19th Century; (ii) the first half of the 20th Century and (iii) the second part of the 20th Century. The Gallery has a sizeable collection of over 13,000 works of art consisting of paintings, sculpture, graphics and prints.

Organisation

71.85 The total staff strength of the Gallery in the four different groups is as indicated below :-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
8	7	49	61	125

Director

71.86 As a part of our recommendation for constitution of a Central Museum and Art Service as an organised Group 'A' Service, **we recommend placement of the post of Director of the Gallery in the pay scale of Rs.4500-5700.** This will enable appointment of a comparatively senior person and will, therefore, meet the demand made to us for upgradation of the pay scale of Director, National Gallery of Modern Art. **The recommended Central Museum and Art Service shall include the posts of Keeper and Senior Restorer in NGMA also and will cater to the promotional requirements of these posts.**

Disparities in pay scales

71.87 Disparities in the pay scale of various posts in National Gallery of Modern Art with reference to their counterparts in other organisation like National Museum and Archaeological Survey of India have been reported. Demands have been made for revision of pay scales of certain posts like Gallery Attendants, Jamadars, Bus Drivers, Mount Cutters, Caretakers, Office Superintendents, Dark Room Assistants, Technical Assistants, Guide Lecturers, etc. We have considered these demands. Whereas the Group 'D' posts of Gallery Attendants and Jamadars should form part of the proposed common cadres of auxiliary staff, other posts like Bus Drivers, Caretakers, Office Superintendents, Dark Room Attendants, etc. which belong to common categories shall be placed in the scales of pay recommended for them as a common category and shall also be eligible for promotion under the Assured Career Progression scheme recommended by us.

Mount Cutter

71.88 The post of Mount Cutter (Rs.1200-1800) in NGMA is filled by promotion of Carpenter-cum-Artist in the pay scale of Rs.1150-1500. The recruitment qualification is middle with 3 years experience. On the other hand, this post in the National Museum is filled by direct recruitment of middle pass candidates with 5 years' experience in mount cutting. Though there is a minor difference in the requirement of experience, We recommend upgradation of the post in the National Gallery to the higher pay scale of Rs.1400-2300. Qualification for further recruitment may be equalized.

Other posts

71.89 The recruitment rules for the technical posts of Technical Assistant, Guide Lecturer, Programme Assistant and Publication Assistant prescribe only a graduate degree whereas in other organisations, where these posts are in the pay scale of Rs.1640-2900, the entry qualification is a postgraduate degree. Therefore, the demand for upgradation of these posts is not justified on this ground. However, keeping in view the prescribed qualification of a university degree for these posts, they should be placed in the pay scale of Rs.1600-2660.

NATIONAL LIBRARY, CALCUTTA

Functions and organisation

71.90 The National Library is the biggest library in the country with a collection of about 2,390 million volumes stacked primarily at Belvedere, Calcutta. This Library is one of the recipient libraries under the provisions of the Delivery of Books Act, 1954 (as amended in 1956), and is the foremost respository of the Indian printed cultural heritage. The library is manned by 799 employees in different grades. The group-wise distribution is as indicated below :-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
10	60	438	291	799

71.91 Our recommendations about the library have been made in our Chapter on the Common category of Library staff.

CENTRAL REFERENCE LIBRARY, CALCUTTA

Functions

71.92 The Central Reference Library at Calcutta is mainly responsible for the implementation of two Schemes, viz. (i) compilation and publication of the Indian National Bibliography (both in Roman script and in the respective language scripts), which is a record of current Indian publications in 14 languages, including English, recognised by the Indian constitution and (ii) compilation and publication of Index Indiana (in Roman script) an Index to select articles appearing in current Indian periodicals in major languages.

Organisation

71.93 The Library is headed by a Librarian, assisted by various Indian language Assistant Editors and an Accounts-cum-Administrative Officer for the Administrative Division. The total staff strength of the Library is 79 in different grades as given below:-

GROUP 'A'	GROUP 'B'	GROUP 'C'	GROUP 'D'	TOTAL
1	18	47	13	79

71.94 Our recommendations about the library are included in our Chapter on the Common category of Library staff.

72

Ministry of Industry

Organisation of the Ministry

72.1 The Ministry of Industry is responsible for formulating and coordinating the Government's Policy for the promotion and development of the industrial sector. The Ministry comprises the following departments:-

(I) Department of Industrial Policy and Promotion;
(ii) Department of Industrial Development;
(iii) Department of Small Scale Industries and Agro and Rural Industries;
(iv) Department of Public Enterprises; and
(v) Department of Heavy Industry.

DEPARTMENTS OF INDUSTRIAL POLICY & PROMOTION AND INDUSTRIAL DEVELOPMENT

Organisation of Department of Industrial Policy and Promotion

72.2 In the wake of the New Economic Policy of liberalisation in industrial development, the Government of India created a new Department of Industrial Policy and Promotion (IP&P) in March, 1995. This Department is responsible for industrial promotion including domestic and foreign investment, United Nation Industrial Development Organisation(UNIDO) and for several sectors of industry. The Department has been assigned the following three attached offices:-

(I) Office of Economic Adviser;
(ii) Bureau of Industrial Costs and Prices; and
(iii) Office of the Salt Commissioner, Jaipur.

Functions of Department of Industrial Development

72.3 The following subjects have been allocated to the Department of Industrial Development:-

(I) Patents, Productivity and Consultancy;
(ii) Explosives, Gelatine and Gases;
(iii) Grant-in-aid Institutions and Coordination;
(iv) Industrial Renewal;
(v) Boilers

Organisation of Department of Industrial Development

72.4 A technical support wing and personnel of erstwhile Directorate General of Technical Development have been absorbed in the Department of Industrial Development to provide interactive back-up and technical input to the Department.

72.5 This Department has two subordinate offices viz.:-

(I) Office of the Chief Controller of Explosives, Nagpur; and
(ii) Office of the Controller General of Patents, Designs and Trade Marks, Mumbai.

72.6 The sanctioned strength of the Department and attached and subordinate offices is as under:

Name of Office	Gr.'A'	Gr.'B'	Gr.'C'	Gr.'D'	Total
Secretariat (Common cadre for Department of Industrial Policy & Promotion and Department of Small Scale Industries and Agro Rural Industries for Group 'A' and 'B' posts)	126	103	268	270	767
Office of the Salt Commissioner, Jaipur	15	92	382	556	1045
Bureau of Industrial Cost & Prices	90	50	48	25	213
Office of Economic Adviser	16	29	38	19	102
Directorate General of Patents, Designs & Trade Marks	111	34	357	137	639
Office of the Chief Controller of Explosives	71	1	208	81	361
Principal Accounts Office	5	38	231	30	304
Total	**434**	**347**	**1532**	**1118**	**3431**

SECRETARIAT

Technical Wing

72.7 The **Directorate General of Technical Development** in the Department of Industrial Development was wound up with effect from 31.3.1994. Consequently the technical officers - Assistant Development Officers, Development Officers, Additional Advisers, Industrial Advisors - were transferred to different ministries/departments, along with posts with a direction that further recruitment, seniority and promotions would be controlled by the concerned departments. It has been reported that before its winding up, the Directorate had

a cadre strength of 156 officers, and after dispersal of officers to different departments, 57 officers remained in the technical wing of the Department of Industrial Development. The technical officers have represented to us that due to squeezing of the cadre strength after dispersal of officers, there is acute stagnation at all levels in the cadre and have urged for upgradation of 50% posts in each category and improvement in the pay scales of Industrial Adviser.

Our recommendations

72.8 The Technical Officers were recruited through the Combined Engineering Services examination conducted by the Union Public Service Commission. **We have considered the demands of the Technical Officers and have recommended rationalisation of pay structure in the Chapter on Engineering Services in the following manner:-**

Designation	Existing Pay Scale Rs.	No of Posts	Recommended (Rationalised) Pay Scale (Rs.)	Remarks
Assistant Development Officer	2200-4000	22	2200-4000	No change
Development Officers	3000-4500 --	25 --	3000-4500 (15) 3700-5000 (10) (Senior Development Officer)	No change Upgradation to fill the gap in cadre and improve promotion prospects
Additional Industrial Adviser	4100-5300	03	4500-5700	Rationalisation of payscale
Industrial Adviser	4500-5700	05	5100-6150	Due to upgradation of feeder post

Need for the cadre

72.9 **We also suggest that the need for maintaining this cadre be examined. In case it is considered justified to maintain the cadre, its strength be refixed keeping in view the impact of economic reforms in the country. Otherwise, it may be declared a dying cadre abolishing each post as it falls vacant.**

BUREAU OF INDUSTRIAL COSTS AND PRICES (BICP)

Functions

72.10 Established in 1970, the Bureau renders advice to the Government on various aspects of the price structure in relation to industrial costs, cost reduction, improvement in industrial efficiency and productivity as well as pricing of industrial products. The scope of the Bureau's activities has further extended beyond the industrial sector to include services, utilities and non-market organisations

Group 'A' Officers

72.11 The Bureau has the following strength of Group 'A' (Technical and Non-Technical) Officers:-

Designation	Pay Scale (Rs.)	Strength of Technical Officers	Total Strength
Chairman	8000 (fixed)	-	1
Member	5900-6700	1	3
Chief Advisers	5900-6700	1	2
Adviser	4500-5700	4	8
Director	3700-5000	5	12
Deputy Director	3000-4500	12	32
Assistant Director	2200-4000	4	23
Secretary, BICP	3700-5000	-	1
Assistant Secretary-cum-Administrative Officer	2200-4000		1

Our recommendations

72.12 The selection of Members is made by a High Powered Committee constituted by the Minister and the appointments are made with the approval of Appointments Committee of Cabinet(ACC). The recruitment is outside the purview of the Union Public Service Commission As per the administrative arrangement, the Chief Advisers (Rs.5900-6700) are required to report to the Chairman through the Members who are also in the same pay scale of Rs.5900-6700. The Bureau has informed that this arrangement is not satisfactory and creates administrative problems. **Having considered the issue, we recommend that the 3 posts of Members be placed in the pay scale of Rs.7300-7600. We further recommend that the post of Member (Finance) be encadred in Indian Costs & Works Accounts Service.**

Secretary, BICP

72.13 There is one ex-cadre post of Secretary, Bureau of Industrial Costs and Prices which is filled by transfer on deputation from officers holding analogous posts under the Central Government or Officers of Indian Administrative Service/Central Services Group 'A' with 9 years service or Grade I Officers of Central Secretariat Service with 5 years service in the grade or Grade II Officers of the Indian Economic Service/Indian Statistical Service with 3 years in the grade. The Secretary, Bureau of Industrial Costs and Prices provides administrative

support to the Chairman as well as the Members. He is in-charge of all administrative matters of the Bureau, attends Bureau meetings, and functions as Member-Secretary of Drug Prices Review Committee. The Bureau has suggested that keeping in view his enormous duties and responsibilities, the pay scale of the post of Secretary, Bureau of Industrial Costs and Prices may be enhanced from Rs.3700-5000 to Rs.4500-5700. **We recommend that the pay scale of the post of the Secretary, Bureau of Industrial Costs and Prices be upgraded from Rs.3700-5000 to Rs.4500-5700, with the stipulation that the eligibility criteria for deputation may suitably be enhanced.**

OFFICE OF THE CHIEF CONTROLLER OF EXPLOSIVES

Organisation

72.14 The Department of Explosives is headed by the Chief Controller of Explosives, with headquarters at Nagpur. It has four circle offices at Agra, Mumbai, Calcutta and Chennai respectively, with another seventeen subcircle offices. The Department is entrusted with the administration of Explosives Act, 1884, Petroleum Act, 1934 and Inflammable Substances Act, 1952 and the rules framed under the respective Acts.

Functions

72.15 It renders advice to authorities concerned on matters covered by these Acts and imparts training to officials of police, airport security, Intelligence Bureau, Central Bureau of Investigation etc. in identifying explosives and explosive devices. It renders advice related to safety matters to Railways, Port and Airport authorities and coordinates with the Bureau of Indian Standards on framing of specific standards of critical equipment in this sector.

Group 'A' Cadre

72.16 The **Association of Gazetted Officers** of the Department of Explosives have demanded upgradation of the pay scales of Chief Controller, Joint Chief Controller, Deputy Chief Controller and Controller. The Internal Work Study Unit in its report had recommended creation of 262 additional posts in technical and non-technical cadres on the basis of assessed work-load. It had suggested that the Head Office may have one Senior Joint Chief Commissioner, in the pay scale of Rs.5100-6300, one Joint Chief Controller instead of Additional Chief Controller, and since the work and responsibilities of the officers of the Department of Explosives have considerably increased, the status of Joint Chief Controller be enhanced. It had accordingly recommended that the existing pay scales of the Joint Chief Controller may be revised from Rs.4100-5300 to Rs.4500-5700 and that of Chief Controller of Explosives from Rs.5100-5700 to Rs.5900-6700. The recommendation made in respect of the post of Chief Controller has not yet been implemented. The present cadre structure is as under:

Designation	Pay Scale Rs.	No.of Posts
Chief Controller	5100-5700	1
Senior Joint Chief Controller	5100-6300(New post)	1
Joint Chief Controller	4500-5700	1
Deputy Chief Controller	3700-5000	23
Controller	3000-4500	46

Deputy Controller	2200-4000	74	
		Total	151

Our recommendations

72.17 **Considering the significance attached to the post of Chief Controller and recommendations of Internal Work Study Unit, we recommend that the pay scale of the post of Chief Controller be upgraded from Rs.5100-5700 to Rs.5900-6700.**

Organised Service

72.18 The Technical Officers of the Department of Explosives have further represented to us that a separate organised service may be created for Group 'A' Officers, which might be called the "Indian Explosives Service". The present strength of the technical officers Group 'A' including the newly created posts, is 151 and there is 100 percent direct recruitment at the initial entry level of Rs.2200-4000. All higher posts are filled by promotion. **We find merit in the demand and recommend creation of an organised service for the technical Group 'A' Officers. We, suggest that the recruitment to the posts at the entry grade may be made through the Combined Engineering Services Examination.**

OFFICE OF THE SALT COMMISSIONER

Organisation and Functions

72.19 The Salt Department with its Headquarters at Jaipur is headed by the Salt Commissioner, who is assisted by five Deputy Salt Commissioners and nine Assistant Salt Commissioners. There are five Regional Offices functioning at Chennai, Mumbai, Ahmedabad, Jaipur and Calcutta. The Salt Department is primarily responsible for the administration of the Central Excise and Salt Act, 1944 and rules made thereunder in so far as they relate to Salt, and the Salt Cess Act, 1953. The other main functions of the Department include fixation of targets of production, distribution of salt in the entire country and price surveillance, promotion of technological development, maintenance of standards and improvements in the quality of salt, promotion of exports, administration of departmental and labour welfare works and custody and superintendence of Salt Department lands. It has been decided to shift the Headquarters of the Salt Department to Ahmedabad.

72.20 The Salt Department continues to be the nodal agency for planning, production and distribution of iodized salt, in pursuance of Government's policy to provide iodized salt under National Iodine Deficiency Disorders Control Programme (NIDDCP).

Group 'A' Cadre

72.21 The **Indian Salt Service Officers Association** have represented to us that the officers ensure quality updation of salt, provide technical guidance to manufacturers, bring out scientific technical and educational publications, carry out programmes for prevention of iodine deficiency, and implement schemes for growth of salt industry, but their pay scales are not commensurate with their qualifications, duties and responsibilities. It has also been brought to our notice that the entry for the service is to the post of Superintendent of Salt, a Group 'B' post in the pay scale of Rs.2000-3500, while in all organised Group 'A' services, the entry grade is Rs.2200-4000. The Association has demanded the entry grade

pay scale of Rs.2200-4000 and improvement in the pay scales of higher posts in the Service.

72.22 The existing cadre structure of the Indian Salt Service is as under:-

	Designation	No. of Posts	Pay Scale(Rs.)
1.	Salt Commissioner (Group 'A' Gazetted)	1	5100-5700
2.	Deputy Salt Commissioner (Group 'A' Gazetted)	5	3700-5000
3.	Assistant Salt Commissioner (Group 'A' Gazetted)	9	3000-4500
4.	Superintendent of Salt (Group 'B' Gazetted)	22	2000-3500

Our recommendations

72.23 **We have carefully considered the demands of the Indian Salt Service Officers Association, and recommend that the pay scale of the post of Salt Commissioner who is a Grade I Officer of the Indian Salt Service and Head of the Organisation having the status of an attached office, be upgraded from Rs.5100-5700 to Rs.5900-6700. We also recommend for provision of a non-functional selection grade equivalent to Rs.4500-5700, which is available to other organised services for Salt Service Officers. We have further considered the demand of the Association for fixing the entry to the service at the Group 'A' level of Rs.2200-4000, and find it is justified. Consequently, we recommend the following grade structure for the Indian Salt Service Officers.**

	Existing	No. of Posts	Recommended	No. of Posts	Remarks
1.	Salt Commissioner (Rs.5100-5700)	1	Commissioner(Salt) (Rs.5900-6700)	1	No change in number of posts
2.	NIL (Rs.4500-5700)	_	Additional Commissioner(SG)	1	By upgradation of one post of Deputy Salt Commissioner
3.	Deputy Salt Commissioner (Rs.3700-5000)	5	Additional commissioner(Salt) (Rs.3700-5000)	4	No change
4.	Assistant Salt Commissioner (Rs.3000-4500)	9	Deputy Commissioner(Salt) (Rs.3000-4500)	9	
5.	NIL		Assistant Commissioner(Salt) (Rs.2200-4000)	10	By upgradation of 10 posts of Salt Supdt.
6.	Salt Superintendent (Rs.2000-3500)	22	Superintendent(Salt) (Rs.2000-3500)	12	Remaining posts

Inspectors

72.24 The **Inspectors of Salt** have represented to us that their pay scales were at par with those of Inspectors of Central Excise upto 1959 when the Salt department was separated from the Central Excise & Salt Department. Later, the pay scale of Inspector of Salt(1400-2300) was kept lower than that of Inspector of Central Excise (Rs.1640-2900), although both these categories of Inspectors were

responsible for implementation of Central Excise & Salt Act 1944. They have demanded the pay scale of Rs.1640-2900 at par with Inspectors of Central Excise. The cadre structure of Inspectors of Salt is as under:-

	Designation	Pay Scale Rs.	No.of Posts
1.	Inspector Salt	1400-2300	155
2.	Deputy Superintendent of Salt	1640-2900	55
3.	Superintendent of Salt	2000-3500	21

72.25 The recruitment qualifications prescribed for the posts of Inspector in the two departments compare as under:-

Inspector of Salt	Inspector of Central Excise
Mode of Recruitment:3DR:1P Essential Qualification: University Degree in Science with Chemistry. Method of Recruitment : Through Staff Selection Commission	3 Direct Recruitment :1 Promotion University Degree Through Staff Selection Commission.
Duties:-	
Inspector of Salt	**Inspector of Central Excise**
Implementation of Central Excise Salt Act 1944, and Salt Cess Act 1953, quality control, execution of labour welfare work, guidance to manufacturers of salt, development work, safeguarding Central Government lands and implementation of universal iodization programme.	Assessment & Collection of Central Excise Duty and Implementation of Central Excise & Salt Act 1944

Our recommendations

72.26 The pay parity between Inspectors of Salt and Central Excise Department, which was granted by the Madras High Court with effect from 1.7.1959 was maintained till the implementation of the Third CPC's recommendations. The pay scale of Excise Inspectors was enhanced to maintain parity with Inspectors of Income-tax, who were granted the higher pay scale of Rs.500-900 by the Board of Arbitration on account of delegation of certain powers to them under the 'Summary Assessment Scheme'. To maintain traditional parity between Inspectors of Income-tax and Central Excise, the Fourth CPC granted them the pay scale of Rs.1640-2900. **Considering the issue in totality and in the light of our general recommendations on the pay scale of Supervisory posts involving direct recruitment of University graduates, we recommend a higher pay scale of Rs.1600-2660 for Inspectors of Salt in present terms. There will be no change in the existing pay scale of Deputy Superintendent Salt (Rs.1640-2900) as a result of this upgradation.**

Engineering Subordinates

72.27 There are two isolated posts of Assistant Civil Engineers in the pay scale of Rs.2000-3500. There is a demand for creation of a post of Executive

Engineer as recommended by Internal Work Study Unit. The initial post in the engineering discipline is Draftsman in the pay scale of Rs.1200-2040, who gets promoted to the post of Overseer/Surveyor in the pay scale of Rs.1400-2300. 50% posts of Overseer/Surveyor are filled by direct recruitment from candidates possessing diploma in Engineering. The post of Assistant Civil Engineer is filled 80 percent by promotion and the remaining 20 percent by transfer on deputation. **While the creation of the post of Executive Engineer can be considered by the administrative Ministry on merits, we recommend upgradation of the pay scale of Overseer/Surveyor from Rs.1400-2300 to Rs.1600-2660 in present terms, in accordance with our general recommendation on the initial pay scale of diploma engineers.**

Accounts Officer

72.28 The Accounts Officer in the pay scale of Rs.2375-3500 has represented to us that selection grade of Rs.2200-4000 which is available in organised Accounts Services may be provided after completion of 3 years in the grade. The post of Accounts Officer in the department does not belong to any organised Accounts cadre, and is filled by promotion of Superintendent in the office. **We are, therefore, unable to accept the demand.**

OFFICE OF THE CONTROLLER GENERAL, PATENTS, DESIGNS & TRADE MARKS

72.29 The Office of the Controller General of Patents, Designs and Trade Marks is a subordinate office under the Department of Industrial Development. The Controller General supervises the working of the Patents Act, 1970, the Designs Act, 1911 and the Trades & Merchandise Marks Act, 1958 and also renders advice to the Government on matters relating to patents, designs & trade marks as also on different aspects of international treaties on the above subject.

72.30 The Controller General of Patents, Designs & Trade Marks has the following organizations under his control.

i) The Patent office
ii) Trade Marks Registry
iii) Patent Information System.

PATENT OFFICE

Administrative Officer

72.31 The Patent Office Staff Association have demanded upgradation of the pay scale of Administrative officer in Headquarters Office, Calcutta from Rs.2000-3500 to Rs.2200-4000 at par with the pay scale of Administrative Officer, Patent Information System, Nagpur.

Our recommendations

72.32 There are four posts of Administrative Officer in Patent Office, one each in Calcutta (HO) and the Branch offices at Mumbai, Delhi and Chennai. **In our opinion, upgradation of the pay scale of the Head- quarters post only would disturb the existing uniformity in respect of pay scales of identical posts located at different places and would not be justified on merits.**

Legal Assistants

72.33 The recruitment qualification prescribed for the isolated post of Legal Assistant in the pay scale of Rs.1400-2300 is Degree in law. **Having regard to the recruitment qualifications prescribed and nature of duties, we recommend the replacement pay scale equivalent to Rs.1640-2900 for this post.**

Ministerial and Technical Staff

72.34 The **Patent Office Staff Association** has represented to us that there are 56 posts of Upper Division clerks who have meagre chances of promotion, since there are only 5 posts of Assistants in the pay scale of Rs.1400-2300. The Association has stated that UDCs in Policy Section deal with patent system, compulsory licences, registration of patents, and court cases etc., and in Design Section, the cases relating to features of shop configuration and pattern are examined by UDCs. The Association has accordingly demanded that the UDCs in Policy and Design Sections may be awarded higher pay scales, or may be considered for promotion to the post of Technical Assistant (Rs.1400-2300).

Our recommendations

72.35 The recruitment qualification prescribed for the post of Technical Assistant (6 posts) is Bachelor's degree in Physics, Chemistry, Economics, Statistics, Technology or Diploma in Engineering and the posts are filled by direct recruitment. In the case of UDCs, the posts are filled by promotion from the grade of Lower Division Clerk - 60 percent by non-selection method, and the remaining 40 percent by competitive examination held for Lower Division Clerks, whose essential recruitment qualification is Matriculation. **We have made general recommendations for improving the pay scales and promotion prospects of ministerial staff in subordinate offices in the relevant Chapter. These recommendations would cover ministerial staff in Patent Office as well. The pay scale of Technical Assistants will also improve to Rs.1600-2660 in present terms, in view of our general recommendations on the initial pay scale of directly recruited diploma engineers/science graduates. In our opinion, the ministerial and technical streams should be kept distinct from each other.**

Record room

72.36 The Patent Office has a 130 year old record of specifications which are of national interest, but the record is maintained by Group 'D' Record Keepers having the pay scale of Rs.800-1150. They have demanded upgradation of the pay scale to Rs.950-1500 in record room as well as in Design Search Room.

Our recommendations

72.37 In the Patent Office, there are five posts of Record Keeper in the pay scale of Rs.800-1150 (Group 'D'). The posts are filled by promotion (100%) of Daftries (Rs.775-1025) on selection basis. We have suggested a 4 - grade structure for Group 'D' employees, which will also apply to the Patent Office.

Modernisation plans

72.38 The Ministry of Industry has already set up a modern Patent Information System in Nagpur. **We suggest that the record-keeping of old specifications should also be integrated with this system to the extent possible.**

TRADE MARK REGISTRY

Examiners

72.39 The Examiners in Trade Mark Registry in the pay scale of Rs.2000-3500 have demanded pay parity with Examiners in Patent office in the pay scale of Rs.2200-4000, on the plea that both the offices are under the administrative control of Director General, Patents, Designs and Trade Marks.

Our recommendations

72.40 The recruitment qualification prescribed for the post of Examiner (Rs.2200-4000) in Patents & Designs office is Master's Degree in Physics/Chemistry or Degree in Engineering/Textile Technology and 3 years' experience in an industrial or engineering organization, and the posts are filled by direct recruitment; while in the case of Examiner in the Office of Trade Mark Registry, the posts are filled cent percent by promotion from Assistant Examiners in the pay scale of Rs.1400-2300 with 8 years' regular service, failing which by direct recruitment of candidates possessing degree in law and 3 years' experience of legal affairs. The post of Assistant Examiner is filled 50 per cent by promotion of UDCs and the remaining 50 per cent by direct recruitment of candidates having a degree from a recognized University. **We find that the recruitment qualifications prescribed for the post of Examiner(Rs.2200-4000) in Patent & Design Office are much higher than those of their counterparts in Trade Mark Office, and the posts are not comparable. We are, therefore, unable to accept the demand of the Examiners in Trade Mark Registry for pay parity with Examiners in Patent Office.**

Organised Legal Service

72.41 It has been represented to us that there is a need for creation of an organised legal service for Group 'A' posts of the Controller General of Patents, Designs and Trade Marks, and pending creation of an organised service, non-practicing allowance at par with medical officers should be recommended. As degree in law has not been prescribed as an essential qualification at the entry grade of Rs.2200-4000, we are not inclined to recommend the creation of an organised legal service.

Assistant Examiners

72.42 The Assistant Examiners in Trade Marks office have represented to us for awarding them a pay scale higher than Rs.1400-2300. Keeping in view the recruitment qualification of a Degree from a recognised University prescribed for the post and the fact that 50 % posts are filled by direct recruitment and 50% by promotion from amongst Upper Division Clerks, we consider the pay scale of Rs.1400-2300 prescribed for the post to be adequate and recommend the replacement pay scale.

Library Staff

72.43 The Patent Office Staff Association have represented to us that the technical library is manned by two Librarians in the pay scale of Rs.1350-2200, three Lower Division Clerks, two Daffries and 2 Peons and demanded the provision of Librarians in higher pay scale, Technical Assistants, Upper Division Clerks, Library Attendants and Shelf Attendants. The set up of the Library and its staff should be based on the orders contained in Ministry of Finance OM No.19(1)IC/86 dated 24.7.1990 as modified by us in our Chapter on Common Categories - Library staff. **We recommend that the Ministry may review the set up and requirement of staff accordingly.**

OFFICE OF ECONOMIC ADVISER

Functions

72.44 The Office of the Economic Adviser is concerned with the formulation of industrial and trade policies, analysis of macro-aggregates such as data relating to industrial production and trends in industrial growth, carrying out studies relating to various aspects of industrial development and growth and preparing analytical reports, preparation of monthly reviews of industrial production, examination of general economic issues such as industrial finance,

resource availability and mobilisation with respect to plan targets for the industrial sectors, evaluation of the efficiency of industrial financing in the country, analysis of fiscal proposals and duty levies, compilation and publication of the Official Wholesale Price Index Numbers in India every week.

Inclusion in IES

72.45 It has been represented to us that the posts in the Office of the Economic Adviser were not included in the cadre review exercise of the Indian Economic Service.

72.46 The Department of Industrial Policy & Promotion has informed us that the post of Economic Adviser is not included in any service and that the upgradation of certain posts in this Office are under consideration in consultation with the Ministry of Finance.

Our recommendations

72.47 **We would urge the two Ministries to expedite finalisation of the proposal for upgradation of posts and also recommend that the post of Economic Adviser be encadred in the Indian Economic Service.**

Economic Investigators

72.48 The Senior Economic Investigators(Rs.1640-2900) and Junior Economic Investigators (Rs.1400-2300) in the office of the Economic Adviser have represented to us that there is acute stagnation in their cadre. It has been mentioned that the Senior Investigators with seven years of regular service are eligible for inclusion in the feeder list for promotion to Grade IV of Indian Economic Service, but incumbents with 15 years regular service are stagnating in the same post. The Department has informed us that a Committee of Secretaries set up for the purpose of looking into the problem of stagnation has decided to explore the possibility of upgrading some posts of Senior Investigators to the grade of Rs.2000-3200 on the basis of detailed functional justification. In pursuance of the recommendations, the Economic Adviser made a proposal to the Department of Industrial Policy and Promotion, for upgradation of pay scale of some posts of Senior Economic Investigators from Rs.1640-2900 to Rs.2000-3200. Subsequently, the Department of Economic Affairs upgraded some posts from Rs.1640-2900 to Rs.2000-3200 in 1994. **In this context, our detailed recommendations on the Subordinate Economics and Statistics Services may be seen in the relevant Chapter.**

DEPARTMENT OF HEAVY INDUSTRY

Functions

72.49 The Department of Heavy Industry (Ministry of Industry) administers fifty two Public Sector Undertakings including two holding Companies and seven consultancy/contracting units. These undertakings operate in diverse fields ranging from highly sophisticated engineering-based industries to consumer utilities and offer a wide variety of products. The Department periodically reviews the performance of the enterprises and takes measures for upgrading their performance level and organisational restructuring, if necessary.

72.50 The Department has one subordinate office viz **Commissioner of Payments.** The sanctioned strength of the Department and its subordinate office is as under:

	Group A	Group B	Group C	Group D	Total
Secretariat	22	69	77	52	**220**
Commissioner of Payments	1	3	1	3	**8**
	23	**72**	**78**	**55**	**228**

Secretariat

72.51 Apart from the Central Secretariat Services, there is a technical wing in the Department having one post of Director, two posts of Deputy Director, and one post of Assistant Director, to review the performance of the industrial enterprises and to render advice on technical matters.

72.52 Group 'A' technical officers have represented to us that out of 8 posts existing prior to 1992, three posts one each of Adviser, Director and Joint Director were abolished in 1992 against 10 percent economy cut resulting in reduction of promotion prospects. The cadre position of the Technical Services is as under:

Name of Post	Prior to 1992	Abolished in 1992	As on 31.3.94
1. Adviser(Scale not available)	1	1	-
2. Director (Rs.4500-5700)	2	1	1
3. Joint Director(Scale not available)	1	1	-
4. Deputy Director(Rs.3000-4500)	2	-	2
5. Assistant Director(Rs.2200-4000)	1	-	1

Our recommendations

72.53 One post of Deputy Director is encadred in the Indian Costs and Works Accounts Service, and the other is filled by transfer on deputation. The remaining posts - one post each of Director and Assistant Director have become isolated, having no promotion avenues. We make the following recommendations:

(i) One post each of Director and Assistant Director be merged with the cadre of technical officers in the Department of Industrial Policy and Promotion, where the strength of the cadre is 57.

(ii) One post of Deputy Director which is filled by transfer on deputation, should also be merged with the cadre, and be made available for being filled by cadre officers

OFFICE OF COMMISSIONER OF PAYMENTS

72.54 The Office is headed by a Commissioner in the pay scale of

Rs.5900-6700 with supporting staff. All pay scales are standard, which may be replaced as recommended by us.

DEPARTMENT OF PUBLIC ENTERPRISES

Functions

72.55 The Department of Public Enterprises formulates policy for public sector enterprises and lays down guidelines in diverse areas such as performance improvement and evaluation, financial accounting, personnel management, training and settlement of wages of employees of public sector and the related areas. Besides, the Department assists in implementing the policy pertaining to disinvestment of Government shares in public enterprises as also the policy relating to revival, rehabilitation and closure of public sector enterprises which are chronically loss-making. The Department is the nodal agency for all public sector enterprises for general policies relating to Public Sector enterprises and provides an interface between the administrative ministries/departments and the enterprises. The sanctioned strength of the Department is as under:

	Group 'A'	Group 'B'	Group 'C	Group 'D	Total
Total staff strength	23	36	43	37	139

Gazetted posts

72.56 All gazetted posts in the department are held by members of organised Central Secretariat Service, Central Group 'A' Services and All India Services. Gazetted cadres and promotions are controlled by the Department of Personnel & Training and the non-gazetted cadres by the Department of Industrial Policy & Promotion. **We recommend standard replacement scales for these posts.**

DEPARTMENT OF SMALL SCALE INDUSTRIES AND AGRO & RURAL INDUSTRIES

Functions

72.57 The Department of Small Scale Industries and Agaro & Rural Industries created in the Ministry of Industry in January, 1990, is responsible for giving focus to the development of village and small scale industries for achieving rapid increase in gainful employment and balanced regional growth, which are among the main objectives underlying the strategy of industrialisation in the country.

Organisation

72.58 It has an attached office viz **Development Commissioner for Small Scale Industries** and Statutory/Public Sector Units like Khadi and Village Industries Commission, National Small Industries Corporation, Coir Board etc under its control. The sanctioned strength of the Department including its attached office is as under:

	Group A	Group B	Group C	Group D	Total
Total staff strength	548	715	2142	827	4732

OFFICE OF THE DEVELOPMENT COMMISSIONER SMALL INDUSTRIES DEVELOPMENT ORGANISATION(SIDO)

Organisation and Functions

72.59 The Small Industries Development Organization (SIDO) of the Ministry of Industry was set up in 1954. It functions as an apex body concerned with formulating the policies and coordinating the institutional activities both at the Central and State levels for implementing programmes for development of small scale industries and infrastructures for sustained and organised growth. The Small Industries Development Organization through its network of twenty eight Small Industries Service Institutes, 30 Branch Institutes, two Extension Centres, four Regional Testing Centres, one Production Center and eleven Field Testing Stations in the areas of concentration of specific types of industries, caters to the needs of small scale industries by providing a range of extension services, training, testing and tooling, marketing assistance, etc. There are also specialised institutions like Tool Room and Training Centres, Product-cum-Process Development Centres, etc., which provide training and technical services in specified fields.

Technical Officers

72.60 The technical officers in the Small Industries Development Organisation(SIDO) who are engineering graduates and about 501 in number have demanded creation of an organised service. Their existing cadre structure is as under:-

	Name of Post	Pay Scale Rs.	No.of Posts
1.	Industrial Adviser	4500-5700	4
2.	Directors	3700-5000	42
3.	Deputy Directors	3000-4500	181
4.	Assistant Director Grade I	2200-4000	205
5.	Assistant Director Grade II	2000-3500	69
			501

Present position

72.61 The Department of Industrial Policy & Promotion, which is the cadre controlling authority for Group 'A' technical services, has informed us that a cadre review for rationalising the imbalances in the cadre structure is in progress. It has been observed during the course of review that the existing pay scale of Rs.4500-5700 for the post of Industrial Adviser is not commensurate with the job requirement of the post. Keeping in view the cadre structure, the existing hierarchical levels in the organization and the job requirements under the changed scenario of industrialization, there is a need for better career prospects by minimising the scope of stagnation, and bringing about parity in pay scales with similar and equivalent posts in other Government and autonomous bodies. However, pending finalisation of cadre review, the Department is not in a position

to express definite views about changes in the cadre structure. One phase of cadre review has been completed and an alternative emerging out of the first phase is being further studied, as it involves creation of additional posts of Industrial Adviser and regrouping of the lower posts. In addition, the question of introducing a "Small Industries Development Organization Service" with a Flexible Complementing Scheme of promotions, wherever possible, is under consideration

Our recommendations

72.62 .We find that posts of Industrial Adviser carrying the pay scale of Rs.4500-5700 do exist in the Department of Industrial Policy & Promotion in the same ministry, Ministry of Steel etc. **We have recommended upgradation of the post of Industrial Adviser to Rs.5100-6150 in the Technical Wing of the Department of Industrial Development and further rationalised their pay structure to conform to standard Group 'A' pay scales. We have also advised a review of the need to maintain a cadre of technical officers in that Department in the light of economic reforms in the country. We, therefore, suggest that the Ministry of Industry while considering the creation of a 'Small Industries Development Organisation Service' may keep these recommendations in view with the objective of creating a unified cadre of technical officers and maintain parity in pay scales. Our recommendations on modified Flexible Complementing Scheme would cover only professionals involved in research and development work. This may also be kept in view by the Ministry.**

Small Industry Promotion Officers

72.63 The Small Industry Promotion Officers (SIPOs) in the pay scale of Rs.1640-2900 have brought to our notice that they were in Third CPC pay scale of Rs.550-900 and should have been granted higher replacement pay scale of Rs.2000-3500 by the 4th CPC. They have accordingly demanded this pay scale for themselves and higher pay scale of Rs.1640-2900 for their feeder cadre of Investigators, presently in the pay scale of Rs.1400-2300.

72.64 These Officers are feeders for the Indian Economic Service and the Indian Statistical Service. They are also eligible for promotion to the posts of Assistant Directors Grade II (Rs.2000-3500) within the Department.

72.65 The Small Industry Promotion Officers are recruited for different disciplines viz Engineering, Cane making, Tailoring, Chemical, Metal Finishing, Economics/Statistics and Industrial Management & Training. The recruitment qualifications prescribed for each discipline are as under:

I)	Engineering discipline	- Degree in Engineering with one year;s experience or Diploma in engineering with three year's experience.
II)	Cane Making/Trailing	- Diploma or a certificate course with five year's experience or Matric with 5 year's experience.
III)	Chemical/Metal Finishing	- Master's degree with one year's experience.
IV)	Economics/ Statistics	- Masters' degree with 2 years' experience.
V)	Industrial Management	- Bachelor's degree with specialist qualification in Cost Accounting or Work Study or Marketing and one year's experience.

Our recommendations

72.66 The sanctioned strength of SIPOs is about 548, out of which 269 SIPOs are Engineering diploma holders with 3 years' experience, 2 with diploma or certificate course with 5 years' experience, 230 with a Master's degree with

one/two years experience, and 47 with Bachelor's degree and specialist qualification in Cost Accounting/Work Study/Marketing. There is no uniformity in the recruitment qualifications for different disciplines, but the pay scale prescribed for SIPOs in all the disciplines is uniformly Rs.1640-2900. **The present pay scale awarded to SIPOs in Group I, II and V is quite adequate taking into account their recruitment qualifications and experience, but in respect of Group III and IV, it seems to be slightly low We are, however, of the opinion that it may not be feasible or desirable to revise the pay scale of one group of SIPOs merely on the basis of recruitment qualification. We would urge the Department to review the recruitment qualifications with a view to bringing about some measure of equivalence among different disciplines.**

72.67 We also do not favour any change in designation of SIPOs to Assistant Engineers/Development Officers as demanded.

Investigators

72.68 The feeder post for promotion (against 25% quota) to the post of SIPO is Investigator in the pay scale of Rs.1400-2300. The recruitment qualification prescribed is Degree/Diploma in Engineering with one year's experience in respect of posts listed against Group I above, Master's degree for Group III, Bachelors degree in Group IV, and Bachelor's degree with one year's experience for others. In the case of Investigators, the educational qualifications prescribed for posts in Group I and III is Degree in Engineering or Diploma in Engineering, as prescribed for SIPOs; but the experience prescribed is less, which seems to be inappropriate. **The Department may review the recruitment rules and prescribe appropriate equivalent recruitment qualifications for different groups. We recommend the replacement pay scale equivalent to Rs.1600-2660 for Investigators.**

Accounts Officer

72.69 The Accounts Officer (Rs.2375-3500) has represented to us that he belonged to an organised Accounts Service before permanent absorption as an employee of the Department and should, therefore, be granted selection grade of Rs.2200-4000 available to Accounts Officers in the organised Accounts Services. As the selection grade of Rs.2200-4000 is applicable to cadre officers of organised Accounts Services, **we consider that the demand of the officer who severed his links/lien with the parent Service, has no merit. However, we recommend encadrement of the post of Accounts Officer in SIDO in an appropriate organised Accounts Service after the superannuation of the present incumbent.**

Ministerial Staff: Stenographers

72.70 Stenographers Grade 'D' have demanded restoration of the promotion avenue to the post of Investigator in Economic Investigation and Statistics Division available to them upto 1970. They have also demanded the opening of a promotion avenue to the post of Office Superintendent. The Department has not endorsed these demands. **We are in agreement with the Department but would like to mention that the general scheme of Assured Career Progression recommended by us would provide relief to ministerial staff.**

Electronic Typewriter Operator

72.71 There are 3 posts of Electronic Typewriter Operator in the pay scale of Rs.1200-2040 in the office of the Development Commissioner. The Operators have represented to us that the posts are isolated without any promotion

avenues and have demanded encadrement of these posts in the clerical cadre. It is true that the posts are filled by direct recruitment and are isolated; the department is considering encadrement of the posts in an organised clerical service at equivalent level. **We request the department to expedite the process of encadrement of these posts in an organised clerical service. Pending encadrement, the incumbents would be governed by the recommendations made in respect of Assured Career Progression Scheme.**

Training Assistant

72.72 The Training Assistant (Rs.1200-2040) in SIDO has represented to us that his duties are similar to that of Technical Assistant in Food & Nutrition Department, Ministry of Food, and has demanded the pay scale of Rs.1400-2300. **We find that the recruitment qualifications and duties prescribed for the post of Technical Assistant in Food and Nutrition Department are higher than those of Training Assistant in SIDO and are not comparable. We find no merit in the demand.**

Skilled Workers & Helpers

72.73 Skilled Workers in Production/Extension Centres in Small Industries Development Organisation have represented to us that candidates having SSLC qualification recruited in 1987 are stagnating in the same scale due to lack of higher grade posts. Many of such employees have retired and those in service are stagnating. The Department has informed us that the present strength of skilled workers in the scale of Rs.950-1500 is 136, and 90% of them were recruited in 1959 with the qualification of SSLC. On their appointment, they were imparted Training in Craftsmanship and were appointed as Mistries, since redesignated as Skilled Worker Grade II. The department has strongly recommended the provision of promotion avenues by creation of higher level posts. The Department has intimated that 25 posts of Helpers in the scale of Rs.750-940 also exist. These helpers were recruited as casual labourers on daily wages and were absorbed in Government Service with effect from 1.1.1972 as a result of the award of an Industrial Tribunal. These Helpers also have no promotion avenues.

Our recommendations

72.74 **The Skilled Workers Grade II and Helpers will be governed by the recommendations made by us in respect of Assured Career Progression Scheme elsewhere. Further, we recommend that the department may undertake a cadre review of Helpers and Skilled Workers and create a cadre of Shramik, Semi-Skilled, Skilled and Highly Skilled workers at par with Workshop staff. However, the number of levels may be determined on the basis of functional requirements.**

Tracers

72.75 Tracers in the pay scale of Rs.975-1540 in SIDO have represented to us that their recruitment qualifications and nature of duties are similar to and comparable with those of Draftsman Grade III (Rs.1200-2040), and have demanded redesignation of the post of Tracer as Draftsman Grade III with a higher pay scale of Rs.1200-2040. **We recommend that the post of Tracer may be phased out and re-designated as Draftsman Grade III. Incumbents may be placed in the replacement scale of Rs.1200-2040 on completion of seven years of service in the grade in accordance with instructions contained in Ministry of Finance OM No.13 (1) IC/91, dated 19.10.94**

INTEGRATED TRAINING CENTRE (INDUSTRIES), NILOKHERI

Functions

72.76 The Integrated Training Centre (Industries), Nilokheri is a training establishment. It provides training to base level Industrial Extension and Promotion Staff of the State/Union Territory Governments through the medium of Basic Course in Industrial Extension of 12 weeks duration. The staff covered is Extension Officers (Industries), Economic Investigators, Industrial Inspectors, Cooperative Inspectors (looking after Industrial Cooperatives) etc. The Training Centre also develops employment skills including self-employment among enterpreneurs from weaker/under privileged sections of the society through condensed short term specialised courses in industrial technology of varying duration, ranging from 2 to 4 months. It provides Orientation training in industrial extension to SIPOs/Investigators of Small Industries Development Organisation

Organisation

72.77 The Institution is headed by a Principal assisted by a Vice-Principal, Specialists, Engineers and supporting staff.

Principal

72.78 The Principal is in the pay scale of Rs.3000-4500, with a special pay of Rs.400 per month. It has been represented to us that the recruitment qualifications and duties and responsibilities attached to the post are higher than those of the Principal, Central Training Institute under the Ministry of Labour. The latter is placed in the pay scale of Rs.3700-5000.

72.79 The recruitment qualifications prescribed for the post of Principal, Integrated Training Centre are: at least Second Class Master's degree in Business Management/Economics/Commerce/Chemistry/Degree in Engineering and 5 years' experience. The post is filled by promotion from the post of Vice-Principal/Specialist/Engineer who are in the pay scale of Rs.2200-4000. In respect of Central Training Institute, Ministry of Labour the recruitment qualifications prescribed are: Degree in appropriate branch of Engineering/Technology, but in the case of trades where there are no recognised degree courses Diploma from a recognised University/Institution is acceptable, with 7 years' experience. The Vice-Principal in this Institute is in the pay scale of Rs.3000-4500.

72.80 It has been argued that Integrated Training Centre, Nilokheri organises and conducts training courses for post-graduate and graduate trainees like Small Industry Promotion Officers while Central Training Institutes impart training to Matriculates and 8th standard candidates.

Our recommendations

72.81 **Having considered the recruitment qualifications, duties and responsibilities and nature of training courses conducted at the Institute, we recommend the pay scale of Rs.3700-5000 for the post of Principal in present terms. However, there will be no special pay attached to the post.**

Vice-Principal, Specialist, engineer

72.82 There is one post of Vice Principal in the pay scale of Rs.2200-4000, with special pay of Rs.150 per month and two posts each of Specialists and Engineers in the scale of Rs.2200-4000. The recruitment qualifications prescribed for these posts are as under:-

At least Second Class Master's Degree in Business Management or Economics or Commerce or Chemistry, or Degree in Mechanical Engineering or Electrical Engineering or experience in a responsible capacity connected with the management of small scale or village industries and/or in production of industries. The posts are filled by transfer on deputation/transfer, failing which by direct recruitment.

Our recommendations

72.83 **Having considered the recruitment qualifications, duties and responsibilities and nature of courses conducted, in comparison with their counterparts in Central Training Institutes in the Ministry of Labour, we recommend that the post of Vice Principal and two posts each of Specialists and Engineers which are presently in the pay scale of Rs.2200-4000 be placed in the replacement pay scale equivalent to Rs.3000-4500. However, the special pay attached to the post of Vice Principal be abolished.**

72.84 **We also recommend enhancement of sumptuary allowance granted to Principal from Rs.250 to Rs.375 per month.**

Artisans

72.85 The Artisans in the pay scale of Rs.950-1500 have represented that their recruitment qualifications and duties are higher than that of Mechanic in the pay scale of Rs.1320-2040. The Department has informed us that the Artisans are working under the Craft Teachers and Mechanics and are helping them in their work as well as in imparting training on shop floor, and that the recruitment qualifications are also not comparable. **Accordingly, we do not recommend any change in the pay scale of Artisans.**

Craft Teacher

72.86 Craft Teachers in the pay scale of Rs.1350-2200 are recruited with the qualifications of Bachelor's degree/Post graduation in Science/Diploma in Engineering in different disciplines. The Craft Teachers impart training in different industrial trades to unemployed youth. In addition, they impart training to industrial promotion staff sponsored by various State governments, Small Industry Promotion Officers and Investigators of SIDO. **Considering the recruitment qualifications and nature of training courses conducted, we recommend the replacement pay scale equivalent to Rs.1600-2660 for Craft Teachers. We, however, do not favour their demand for grant of rural area allowance.**

Other posts

72.87 **The other posts in the Ministry of Industry are covered by scales of pay discussed by us in the relevant Chapters.**

73

Ministry of Information and Broadcasting

INTRODUCTION

Role, Constituent Media Units and No. of Posts

73.1 The Ministry of Information & Broadcasting (I&B) deals with programmes aimed at informing, educating and entertaining the public. The All India Radio (AIR) and Doordarshan (DD) are the two main wings of the Ministry of Information & Broadcasting. Its other constituent units are Films Division, Directorate of Field Publicity, Directorate of Audio Visual Publicity, Press Information Bureau, Publication Division, Registrar of Newspapers, Research and References Division, Photo Division, Song and Drama Division, National Film Archives of India, Directorate of Film Festivals and Central Board of Film Certification. The table given below gives the group-wise distribution of posts in the Ministry and its various constituent units.

Sl.	Name of Office	Gp-A	Gp-B	Gp-C	Gp-D	Total
1	Ministry of I&B (Sectt)	30	644	1,052	90	1,816
2.	All India Radio	2,746	4,582	17,400	6,385	31,113
3.	Doordarshan	1,157	4,268	11,081	3,331	19,837
4.	Films Division	57	184	675	307	1,223
5.	Directorate of Field Publicity	4	102	1,000	611	1,717
6.	Directorate of	28	160	299	255	742

	Advertising & Visual Publicity				
7.	Press Information Bureau	12	318	372	702

Sl.	Name of Office	Gp-A	Gp-B	Gp-C	Gp-D	Total
8.	Publication Division	52	150	313	175	690
9.	Registrar of Newspapers	7	41	81	23	152
10.	Research & Reference Division		5	25	16	46
11.	Photo Division	7	13	91	28	139
12.	Song and Drama Division	17	45	106	76	244
13.	National Film Archives of India	5	3	28	27	63
14.	Directorate of Film Festivals	9	2	32	7	50
15.	Central Board of Film Certification	9	6	56	27	98
		4,128	10,217	32,557	11,730	58,632

Services manning the Secretariat

73.2 The services manning the main secretariat are the Indian Administrative Service, Indian Information Service, Central Sectt Service, Central Sectt Stenographers' Service and Central Sectt Clerical Service. The posts in these services are discussed in the relevant chapters on organised services and common categories.

73.3 The following organised services have posts in various Media Units:

Indian Broadcasting (Programme) Service
Indian Broadcasting (Engineering) Service
Indian Information Service Gp-A

The posts in these services have been covered in the relevant chapters However. Indian Information Service Group 'B' is discussed in the succeeding paragraphs

INDIAN INFORMATION SERVICE GROUP 'B'

Introduction

73.4 Indian Information Service (IIS) Group 'B' consists of two grades, namely Junior Grade in the scale of Rs.1400-2600 (251 posts) and Senior Grade in the scale of Rs.2000-3500 (476 posts). The incumbents of IIS Group 'B' are involved in journalistic/publicity duties in the different media units under the Ministry of Information and Broadcasting.

Present position

73.5 The Junior Grade posts are filled by 100% direct recruitment through UPSC, for which the essential qualifications are (i) degree of a recognised university (ii) diploma in journalism from a recognised university/institution. As a sequel to the upgradation of the scale of Assistants' Grade (Central Secretariat Service) and Stenographers' Grade 'C' (Central Secretariat Stenographers' Service) from Rs.1400-2600 (as recommended by Fourth Pay Commission) to Rs.1640-2900, the incumbents of Junior Grade moved the Central Administrative Tribunal, Principal Bench for a similar upgradation in their scale of pay. As per the direction of the Tribunal, the Ministry of Information and Broadcasting constituted an expert committee, which recommended a higher start of pay of Rs.1600 in the existing scale of Rs.1400-2600. The Ministry of Information & Broadcasting accordingly sanctioned a higher start of pay of Rs.1600 in the existing scale to the Junior Grade with effect from 1st January, 1986 and referred their claim for upgradation to the corresponding scale of Rs 1640-2900 to the Pay Commission. The Senior Grade posts of IIS Group 'B' are filled (i) 50% by promotion from among officials in Junior Grade, (ii) 25% on transfer on deputation and (iii) 25% by direct recruitment. The essential qualifications stipulated for direct recruitment are (i) degree of recognised university (ii) diploma in journalism from recognised university/institution and (iii) three years experience in journalism/ public relations. The incumbents of Senior Grade are eligible for promotion to the Junior Time Scale of Indian Information Service Group 'A', which is filled 50% by promotion and the rest by direct recruitment through the Civil Services Examination conducted by UPSC

Demands

73.6 The main issues relating to IIS Group 'B' are (i) upgradation of scale of Junior Grade from Rs.1400-2600 to the scale corresponding to Rs.1640-2900 and (ii) merger of

Senior Grade in the scale of Rs.2000-3500 with the scale corresponding to Junior Time Scale of IIS Group 'A' as a remedy for stagnation in senior grade.

Our recommendation

73.7 Keeping in view the fact that the recruitment qualification for the junior grade of IIS Group 'B' is a degree from recognised university and also a diploma in journalism and due to the fact that the junior grade has already been sanctioned the higher start of pay of Rs.1600, we recommend that in all fairness the **Junior grade should be placed in the corresponding scale of Rs.1640-2900.** However, we do not recommend either merger of Senior grade of IIS Group 'B' with Junior Time Scale of IIS Group 'A' or upgradation of Senior Grade as we feel that such a measure is neither expedient nor is it a remedy for stagnation

MEDIA UNITS

73.8 There are also certain cadres common to All India Radio and Doordarshan. These are Programme, Engineering and Audience Research Wings.

Programme Cadre

73.9 The hierarchical posts in programme management/production in All India Radio and Doordarshan are as under:

S.No.	Post	No.of Posts	Pay Scale(Rs.)
1.	Director General	1	7600(Fixed)
2.	Addl Director General	2	7300-7600
3.	Dy.Director General	45	5900-6700
4.	Director	89	4500-5700
5.	Station Director (Selection Grade/ Chief Producer)	167	3700-5000
6.	Station Director/ Executive Producer	355	3000-4500
7.	Asstt Station Director/ Programme Officer	394	2200-4000
8.	Programme Executive/	1916	2000-3500

	Producer		
9.	Transmission Executive	1841	1400-2600

73.10 In the above hierarchy, the posts ranging from Asstt Station Director/Programme Officer (Group A junior Time scale) to Dy Director General (SAG) are included in the Indian Broadcasting (Programme) Service (IB(P)S) which is a group A service and is separately discussed in detail in the relevant chapter.

Programme Executives & Transmission Executives

73.11 It has been demanded that Programme Executives (PREX) in AIR/Doordarshan, who are currently in the scale of Rs.2000-3500, should be placed in the Junior Time scale of Rs.2200-4000 of Indian Broadcasting(Programme) Service (IB(P)S). Similarly group B gazetted status and scale corresponding to Rs.2000-3500 has been demanded for the Transmission Executives (TREX) of AIR/Doordarshan, who are now in the scale of Rs.1400-2600. Further, a demand has been made for grant of Professional allowance @ 25% of basic pay to all programme officials in AIR/Doordarshan, on the analogy of non-practising allowance granted to medical officers.

Our recommendations

73.12 **In order to improve the career prospects of PREX, we recommend that out of 1916 existing posts of PREX, 500 posts be upgraded and placed in the scale of Rs.2500-4000. TREX which is the feeder grade for PREX should be appointed in the scale of Rs.1600-2660 and designated as TREX Gde-II. Out of the existing 1841 posts of TREX, 841 posts should be upgraded to the scale of Rs.1640-2900 and be designated as TREX Gde-I. The post of Sr. Librarian which is a feeder grade for the post of Transmission Executive should be placed in the rationalised scale of Rs.1400-2300. With these changes, the hierarchical posts will be as under:-**

POST	EXISTING SCALE RS. NO.OF POSTS	PROPOSED SCALE(Rs) NO.OF POSTS
Programme Executive/ Producer Gde-I	does not exist	2500-4000(500 posts)
Programme Executive/ Producer Gde-II	2000-3500(1916 posts)	2000-3500(1416 posts)
Transmission Executive Gde-I	does not exist	1640-2900(841 posts)

Transmission Executive Gde-II	**1400-2600(1841 posts)**	**1600-2660(1000 posts)**
Senior Librarian	**1350-2200(10 posts)**	**1400-2300(10 posts)**
Junior Librarian	**1200-2040(20 posts)**	**1200-2040(20 posts)**

Professional Allwance

73.13 **We are unable to agree to the demand for professional allowance as we feel that professional work is an integral part of the duties attached to the programme posts in AIR/Doordarshan.**

Subordinate Engineering Service, Group-B & C

73.14 The Group 'A' Engineering posts in AIR and Doordarshan are manned by officers of the Indian Broadcasting (Engineering) Service {IB(E)S}, which is an organised service. Direct recruitment to these posts is through the Combined Engineering Examination conducted by UPSC. This service is separately dealt with in the relevant chapter. The details of posts in the Subordinate Engineering Service (Group 'B' and 'C') in AIR/Doordarshan, are as under:

S.No.	Post	No.of Posts	Scale(Rs)
1.	Assistant Engineer	503	2000-3500
2.	Senior Engineering Assistant	2143	1640-2900
3.	Engineering Assistant	4328	1400-2600
4.	Senior Technician	1518	1320-2040
5.	Mast Technician	68	1320-2040
6.	Diesel Technician	107	1320-2040
7.	Technician	2785	1200-1800
8.	Diesel Engine Driver	63	950-1500

73.15 While the Assistant Engineer (Rs.2000-3500) and Senior Engineering Assistant (Rs.1640-2900) are group 'B' posts, the remaining posts are group 'C'. Following a judgement of CAT, Madras Bench and upheld by the Supreme Court dated 25.11.94, the Engineering Asstts were granted parity with Sound Recordists of Films Division and given the scale of pay of Rs.2000-3200 w.e.f.1.1.86

Upgradation of Posts

73.16 A demand has been made for upgradation of the posts of Senior Engineering Asstts(Rs.1640-2900) and Asstt Engineer (Rs.2000-3500) in view of the upgradation of the scale of Engineering Assistant to Rs. 2000-3200. **We have recommended elsewhere the scale of Rs.1600-2660 for Sound Recordists. We recommend that the same scale be extended to the Engineering Asstts in order to maintain the existing parity between the Sound Recordists and Engineering Asstts. The Engineering Asstts on promotion as Sr.Engineering Asstts** be given the present **scale of Sr.Engineering Asstts i.e.Rs.1640-2900. Similarly the post of Asstt Engineer may continue in the existing scale of pay of Rs.2000-3500 and be given the replacement scale thereof. However, the existing pay of Engineering Assistants as given pursuant to the Court's order will be fully protected and will be personal to them only.**

Other Demands

73.17 The other demands relate to upgradation of Technician (Rs.1200-1800) to be at par with the Lighting Asstt (Rs.1400-2300) of Camera Wing on grounds of similar duties and responsibilities, merger of the posts of Diesel Technician (Rs.1320-2040) with Sr.Technician (Rs.1320-2040), and Diesel Engine Driver (Rs.950-1500) with Technician (Rs.1200-1800), merger of Mast Technician (Rs.1320-2040) with the cadre of Technician Gr.II (Rs.1320-2040) to remove stagnation, and removal of qualification bar on promotions from Sr.Engineering Asstt to Asstt Engineer and further from Asstt Engineer to Asstt Station Engineer (Rs.2200-4000).

Our recommendations

73.18 In so far as the demand relating to parity between Technician and Lighting Asstt is concerned, we feel that it would unduly disturb the existing grade structure of the Technicians cadre. Since restructuring of the cadre is already under process in the Ministry, **we do not recommend the demand. The post of Technician will, however, get the scale of Rs.1320-2040 on account of rationalisation. As for merger of the posts, we recommend the merger of the posts of Diesel Technician, Mast Technician and Technician, which will now all be in the scale of Rs.1320-2040. These posts may be designated as Technician Grade II and the existing Senior Technicians may be re-designated as Technician Grade I. We do not, however, recommend merger of the Diesel Engine Drivers in AIR with the Technicians** in AIR and Doordarshan. Keeping in view their pay scales, we recommend that **Diesel Engine Driver (Rs.950-1500) should be a feeder cadre to Technician (Rs.1320-2040). This will rationalise the cadre structure and bring these posts in the mainstream of the cadre of Technicians in AIR and Doordarshan. The nomenclature of the posts in the re-structured cadre may be as under:-**

EXISTING STRUCTURE	PROPOSED STRUCTURE	REMARKS

Senior Technician (Rs.1320-2040) (1518 Posts)	**Technician Gde I (Rs.1400-2300) (1518 Posts)**	**Due to rationalisation of pay-scale**
Diesel Technician (Rs.1320-2040) (107 Posts)	**Technician Gde II (Rs.1320-2040) (2960 Posts)**	**Scales of Rs.1200-1800 and Rs.1320-2040 having been merged in the course of rationalisation of pay scales in general**
Mast Technician (Rs.1320-2040) (68 Posts)		
Technician (Rs.1200-1800) (2785 Posts)		
Diesel Engine Driver (Rs.950-1500) (63 Posts)	**Diesel Engine Operator (Rs.950-1500) (63 Posts)**	**"Driver" being a misleading designation, it has been sustituted by "operator".**

73.19 **Since the existing bar on education is in line with all Engineering Services in other Ministries, any change in AIR/Doordarshan will have repercussions on similar posts in other Ministries/Departments. As such, we do not favour the demand for removal of qualification bar on promotions in respect of any of the posts in question.**

Audience Research Wing

73.20 Audience Research Wing (ARW) is a comparatively small organisation in AIR and Doordarshan, catering to the research and feedback requirements of the entire network of AIR and Doordarshan, including commercial broadcasting. It provides data on audience size and composition feedback, reaction of listeners/viewers on the qualitative aspects of the programmes and assessment of their impact on the target audience, based on which necessary changes in programme planning are made and qualitative improvements effected, wherever necessary. There are 70 units (51 in AIR and 19 in DD) of Audience Research Wing located at different stations in the country. It has 225 posts in different categories.

Encadring posts into an organised service

73.21 The main demand of the ARW relates to constitution of different posts in Audience Research Wing into an organised service or alternatively its inclusion in the Indian Broadcasting (Programme) Service. **Since the work done by the Audience Research Wing is largely statistical, we recommend that the Group A posts in the Audience Research Wing from Audience Research Officer and above upto the level of Director may be encadred in the Indian Statistical Service (ISS).**

Restructuring the Cadre

73.22 The other demands made are that (i) different posts in Audience Research Wing be upgraded keeping in view the increased work load in various stations/Kendras due to increase in channels and programmes and (ii) provision be made for selection grades or

time-bound promotions at every level in view of the acute stagnation in different posts in ARW We have examined the Recruitment Rules and the availability of promotion avenues for various posts and recommend restructuring of the cadre as under:-

(i) The cadre of Statistical Computer (Rs.1200-2040) be declared as a dying cadre and further recruitment at this level should be stopped;

(ii) Existing computers may be placed in the scale of Rs.1400-2300. The existing 100 posts of Investigator and 7 posts of Statistical Asstt may be merged and placed in two grades to be designated as Investigator Gde II(Rs.1600-2660) and Investigator Gde I (Rs.1640-2900). 57 out of 107 posts may be redesignated as Investigator Gde II and 50 as Investigator Gde I. Statistical Computer may also be made eligible for promotion as Investigator Gde II in the scale of Rs.1600-2660;

(iii) After the existing computers are phased out, the post of Investigator Gde II may be filled 100% by direct recruitment;

(iv) The existing 42 posts of Sr.Investigator and 7 posts of Research Asstt may be merged and redesignated as Asstt Research Officer in two grades, i.e. grade II(32 posts) in the scale of Rs.2000-3500 and grade I (17 posts) in the scale of Rs.2500-4000.

(v) Audience Research Officer (Rs.2200-4000) may continue to remain as the entry level grade for group 'A' officers.

(vi) Two of the 6 sanctioned posts of Dy.Director may be upgraded to the rank of Joint Director in the scale of Rs.3700-5000 with a post each in AIR and Doordarshan. The post of Dy.Director may continue in the scale of Rs.3000-4500. The proposed post of Joint Director may be filled by promotion from Dy.Director;

(vii) Director, Audience Research (Rs.3700-5000) may be placed in the scale of Rs.4500-5700 and should be filled by promotion from among the posts of Joint Director;

viii) All the posts of Audience Research Officer and above upto the level of Director should be encadered in the Indian Statistical Service. However, one third of the posts of Audience Research Officer may continue to be filled in by promotion from Asstt Research Officers Gde I in the scale of Rs.2500-4000.

(ix) The feeder posts of Statistical Asstt (Rs.1400-2300), namely Punch and Verifier Operator (Rs 1200-1800) and Machine Operator (Rs.950-1500) may be declared as 'dying' cadres,thereby delinking the cadre from the cadre of Statistical Asstt. The post of Punch and Verifier Operator may continue to be filled by promotion from among Machine Operators (Rs.950-1500) till these posts are phased out.

73.23 The restructured cadre as per the above proposal will be as under:-

Existing			Proposed		
Designation	No. of posts	Pay scale (Rs.)	Designation	No. of Posts	Payscale (Rs.)
Director	2	3700-5000	Director	2	4500-5700 100% promotion
Joint Director	nil	-	Joint Director	2	3700-5000 100% promotion
Deputy Director	6	3000-4500	Deputy Director	4	3000-4500 100% promotion
Audience Research Officer	34	2200-4000	Audience Research Officer	34	2200-4000 2/3 direct rectt, 1/3 promotion
Senior Investigator/ Research Assistant	49	1640-2900	Assistant Research Officer Grade I	17	2500-4000
			Assistant Research Officer Grade II	32	2000-3500 Promotion
Investigator/ Statistical Assistant	107	1400-2300	Investigator Grade I	50	1640-2900
			Investigator Grade II	57	1600-2660 100% direct rectt.
Statistical Computer	31	1200-2040	Statistical Computer	31	1400-2300 To be declared a 'dying' cadre after existing statistical commputers have been promoted as Investigator Grade II or have retired.
Punch and Verifier	4	1200-1800	Punch and Verifier	4	1320-2040 100% promotion

Operator			**Operator**		**(to be declared as dying cadre)**
Machine Operator	**3**	**950-1500**	**Machine Operator**	**3**	**950-1500 (No further recruitment. To be declared as Dying Cadre.)**

EXTERNAL SERVICES DIVISION OF AIR

Role and Functions

73.24 The External Services Division (ESD) of AIR is an important Division entrusted with the task of presenting view-points and information about the country to the outside world The Indian population living abroad is quite large. It looks forward to news from India. The ESD broadcasts 75 hours of programmes round the clock in 24 languages (16 foreign and 8 Indian). The broadcasts generally comprise news bulletins, commentaries on current events, newsreels, magazine programmes on sports and literature, talks and discussions on socio-economic, political, historical and cultural subjects as also classical, folk and modern music.

Organisational set up

73.25 The programme personnel in ESD comprise (i) Director (Rs.3700-5000) (1 post) (ii) Supervisor (Foreign Languages) (Rs.3000-4500) (15 posts) (iii) Translator-cum-Announcer (Foreign Language)(Rs.2200-4000) (88 posts) and (iv) Translator-cum-Announcer(Indian Language)(Rs.2000-3500)(16 posts). While the post of Director is encadred in the Indian Broadcasting (Programme) Service {IB(P)S}, the other posts are not.

Constituting a separate Foreign Language Cadre

73.26 It has been demanded that the posts of Supervisor(Foreign Language) and Translator-cum-Announcer(Foreign Languages) should be encadred in the IB(P)S to bring them at par with other programme professionals in AIR/Doordarshan. In this connection, it may be mentioned that a high level committee was constituted by the govt in April 1993 under the Chairmanship of Shri U.C.Aggarwal. The Committee had observed that Translators-cum-Announcers in ESD, being a specialised category, cannot be considered for inclusion in the IB(P)S.

Our recommendations

73.27 **We agree with the observations of the Aggarwal Committee that there are practical difficulties in meeting the demand for encadrement of posts of ESD in the IB(P)S. However, we recommend that a separate cadre be created comprising all foreign language posts in the ESD. Such a cadre may be called the Indian Broadcasting (Foreign Language) Cadre comprising the following posts and scales of pay:-**

POST	EXISTING SCALE	PROPOSED SCALE	REMARKS

Director	Rs.3700-5000 (4 posts)	Rs.4500-5700 (4 posts)	to improve promotion avenues
Supervisor	Rs.3000-4500 (15 posts)	Rs.3700-5000 (15 posts)	-do-
Translator-cum-Announcer Grade-I	(not existing)	Rs.3000-4500 (38 posts)	to be upgraded from Grade II
Translator-cum-Announcer Grade-II	Rs.2200-4000 (88 posts)	Rs.2200-4000 (50 posts)	38 posts Upgraded to Grade I.

73.28 The Recruitment Rules in respect of the above posts may be suitably amended incorporating the following provisions:-

(i) Direct Recruitment should be made only at the level of Translator-cum-Announcer Gde.II and the higher posts should be filled only by promotion.

(ii) The present incumbents of the post of Supervisor, who are on deputation may be reverted back to their parent cadres while the direct recruits to the post may be included in the proposed cadre. In future the post of Supervisor may be filled only by promotion.

(iii) The post of Director which is currently included in the IB(P)S may be encadred in the proposed Indian Broadcasting (Foreign Language) cadre.

NEWSREADER-CUM-TRANSLATORS AND ANNOUNCERS IN ALL INDIA RADIO

Background, Role and Functions

73.29 The Newsreaders-cum-Translators(NRTs) and Announcers belong to specialised categories, who are recruited on the basis of audition. They were earlier casual contract workers and became regular employees of the Government with effect from 6th March, 1982. While the duties of NRTs include translation from English into other languages and vice versa and reading of news bulletins, news commentaries and other news material, the

duties of Announcers involve writing scripts for announcements, broadcasting them and playing back recordings of music and other programmes. They are also occasionally required to read scripts, commentaries, short stories and to present programmes for special audiences. The present grade structure in respect of NRTs and Announcers, is as under :-

Present Grade Structure

NRTS	ANNOUNCERS
Grade I Rs.3700-5000 (20 posts)	Grade I Rs.3000-4500 (20 posts)
GradeII Rs.3000-4500 (60 posts)	GradeII Rs.2000-3500 (75 posts)
GradeIII Rs.2000-3500 (146 posts)	GradeIIIRs.1640-2900 (350 posts)
	GradeIV Rs.1400-2600 (343 posts)

Issues

73.30 The main demands of NRTs and Announcers along with our recommendations are discussed in succeeding paragraphs.

Automatic promotion

73.31 It has been suggested that NRTs who have completed 10 years of service in April 19 ould be promoted retrospectively to Grade II (Rs.3000-4500) and 25% direct recruitm higher grades sh e abolished.

Our recommendations

73.32 **Under the ACP scheme, financial upgradation will be allowed on a prospective basis and that should suffice. The Ministry should also frame Recruitment Rules and provide for 10 promotion from Grade III to Grade II in future.**

Creation of Separate Cadre

73.33 The demand is that a separate news cadre comprising news professionals called the Indian Broadcasting Service (News) should be created after merging the section of Indian Information Service Group A(IIS) working in the News Services Division in AIR/DD with the cadre of newscasters.

Our recommendations

73.34 **The functions performed by IIS officers in News Services Division are distinct from those performed by NRTs. Besides, while the NRT's are recruited and**

trained for functioning in their respective languages only and their selection process involves testing of ability to translate and suitability of voice rendition, the IIS officers are recruited through the Civil Services Examination conducted by UPSC. As such, we do not find justification for the demand for constitution of the proposed news service.

Incharge of News unit

73.35 It has been demanded that the senior-most person from among NRTs and IIS officers manning the news unit should be made incharge of news unit at regional stations.

Our recommendations

73.36 **The In-charge of the Regional News Unit has primarily to organise the collection of news and news-based programmes as also editing and liaising with outside agencies. We feel that an IIS officer, who is qualified and trained to handle both general administration and journalistic assignments, is ideally suited to function as the in-charge of Regional News Unit. We are, therefore, unable to find justification for the demand.**

Additional staff

73.37 The suggestion is that additional staff should be recruited and reduction in Newsreaders' posts effected in the year 1978 be reversed, the work-load having increased with the increase in the number of language bulletins.

Our recommendations

73.38 **There used to be posts of language Sub-Editor/Translator in Grade II of CIS (now IIS) and the posts of NRTs were fewer in every language till the mid seventies. These posts have since been converted as NRTs. Moreover, the sanctioned strength of NRTs has since gone up from 105 to 113. As such we are unable to agree to the demand.**

Extra remuneration

73.39 There is a demand that extra remuneration paid earlier for translating and reading newstalks etc which does not form part of the normal duties of NRTs, should be restored.

Our recommendation

73.40 **Reading scripts other than news is an integral part of the duties attached to the post. As such, we do not favour any extra remuneration for the purpose.**

Demand

73.41 It has been demanded that NRTs should be formally declared as Gazetted Officers.

Our recommendation

73.42 **We have recommended abolition of gazetted status in the Central govt.**

Parity in grade structure

73.43 The demand is for parity in grade structure of Announcers with Newsreaders-cum-Translators in AIR on the ground of similarity in nature of duties.

Our recommendation

73.44 **The nature of duties of Announcers and NRTs being different, there is no case for parity between the two.**

MUSIC ARTISTS IN ALL INDIA RADIO

Background Number of Posts and Present Scale of Pay

73.45 The Music Artists in All India Radio comprise the Music Composers, Instrumentalists and Tanpura players. They were earlier engaged on casual contract basis and have since been declared as Government servants with effect from 6th March,1982. They have thus come within the purview of the Pay Commission for the first time. The Music Artists are placed in the following scales of pay, which are based on the gradation of their skills/talent evaluated and determined by the Music Audition Board.

	MUSIC COMPOSERS (Rs)	INSTRUMENTALISTS (Rs)
Group I	3700-5000 (2 posts)	3000-4500 (72 posts)
Group II	3000-4500 (12 posts)	2000-3500 (176 posts)
Group III	2000-3500 (49 posts)	1640-2900 (505 posts)
Group IV	1640-2900 (86 posts)	1400-2600 (359 posts)

Main Demands

73.46 The main demands raised by the Music Artists include placement of Tanpura players in scales of pay corresponding to their gradation of skill at par with the Instrumentalists. At present the Tanpura players are placed in a single scale of pay of Rs. 1400-2600 irrespective of their gradation. There are also suggestions for providing promotional avenues for Instrumentalists, and determination of pay structure according to criteria like market value, talent etc..

Views of the Administrative Ministry

73.47 The Ministry of Information and Broadcasting have stated that the recruitment rules of Music Artists in AIR are in the process of revision and that the demands mentioned above are expected to be fulfilled on the finalisation of the recruitment rules. The Ministry also feel that the existing grade structure of the Music Artists is consistent with their duties and responsibilities and, have therefore, not suggested any change in this regard.

Our recommendations

73.48 **In the light of the Ministry's statement, we recommend that the process of revision of recruitment rules in respect of Music Artists should be expedited with a view to removing stagnation in the cadre of Instrumentalists and that the Tanpura players should also be included in the category of Instrumentalists and be governed by the same recruitment rules and multi-grade structure. The Assured Career Progression Scheme will be applicable to the Instrumentalists including the Tanpura players as per our general recommendations. We accept the views of the Ministry that the grade structure of the Music Artists is commensurate with their duties and responsibilities and that there is no need to review the criteria of their grade structure. We do not therefore recommend any change in the criteria.**

CAMERA WING, DOORDARSHAN

Number of posts and scales of pay

73.49 The Cameraman cadre of Doordarshan comprises the following posts:

POST	NO.OF POSTS	SCALE(Rs)
Video Executive	17	3000-4500
Cameraman Grade I	52	2375-3500
Cameraman GradeII	295	2000-3200
Cameraman Grade III	150	1600-2660
Lighting Assistant	No recruitment is being made for this post.	1400-2300

Issues

73.50 The post of Video Executive is encadred in the Indian Broadcasting (Programme) Service (IB[P]S) and the incumbents are eligible for promotion to JAG of Production Cadre in IB[P]S. It has been demanded that the post of Video Executive should have promotion avenues in both the management and production cadres in IB[P]S. Cameraman Grade-I should also be included in the (IB[P]S) and placed in Junior Time Scale, while upgrading Cameraman Grade II to the scale corresponding to Rs. 2000-3500. The other demands of the cadre include provision of time-bound promotions for all the posts in the cadre, provision of training facilities as per international standards, sharing of revenue among members of production teams, and filling posts of Lighting Assistants by professionals.

Our recommendations

73.51 **As the post of Video Executive is already included in the IB(P)S, it will have promotion avenues within the service. We do not consider it necessary to recommend separate promotion avenues for Video Executives in the management cadre of IB(P)S. We, however, recommend that the demand for encadrement of Cameraman Grade I in IB(P)S, which is stated to be under the consideration of the Administrative Ministry, may be accepted and Cameraman Grade-I be placed in the scale of Rs.2200-4000. The feeder post of Cameraman Grade II will automatically be rationalised to Rs.2000-3500. As regards the question of training facility, the Ministry have stated that the existing training facilities available for Cameraman are being augmented. We find ourselves unable to accept the demand for sharing of revenues, as it is not a feasible proposition within the existing organisational set-up. As for the Lighting Assistants, we suggest that they should have a three-grade structure. The post of Cameraman Grade III may be abolished and its incumbents adjusted in the proposed posts of Lighting Assistant Grade I. We recommend the following three grades for the Lighting Assistants:**

Lighting Assistant Grade I	Rs. 1600-2660
Lighting Assistant Grade II	Rs. 1400-2300
Lighting Assistant Grade III	Rs. 1320-2040

79.52 **As regards provision of time-bound promotion to Cameraman Cadre, it will be covered by our recommendations regarding the Assured Career Progression Scheme.**

FILMS DIVISION

Role and Organisational set up

73.53 Films Division is the Central Film Producing Organisation of the Central Government. It is responsible for production and distribution of news magazines, documentaries and short films for public information and cultural promotion. It is headed by a Chief Producer in the scale of pay of Rs. 5900-6700, who is assisted by Joint Chief Producers, Dy. Chief Producers and Producers in the scales of pay of Rs. 4500-5700, 3700-5000 and 3000-4500 respectively. It consists of different wings like editing, camera, cartoon film unit, production and distribution.

Restructuring the Wing

73.54 It has been demanded that various posts in the different wings should be upgraded to the next higher scale of pay. **While we are not in favour of enmasse upgradation of posts, we find that there is a case for rationalising the grade structures of different wings in Films Division. The proposed rationalisation will entail the upgradation of the undermentioned posts and changes in their recruitment rules.** Our recommendations in this regard are as under :-

EXISTING POSTS	SCALE OF PAY (Rs.)	PROPOSED SCALE OF PAY(Rs)	REMARKS
Chief Producer (1 post)	5900-6700	7300-7600	Upgraded due to status and responsibilities of job.
Joint Chief Producer (1 post)	4500-5700}	to be merged	Merged because of similar rank and responsibilities and given higher pay scale
Joint Chief Producer(Newsreel) (1 post)	4500-5700}	5900-6700 as above	

Dy.Chief Producer (4 posts)	3700-5000	4500-5700	- do -
Producer(8 posts)	3000-5000	3700-5000	- do -
Director(19 posts)	3000-4500	3000-4500	- no change -
Dy.Director (4 posts)	2200-4000	2200-4000	- no change -
Camera Wing			
Director Cameraman (2 posts)	3000-4500	3000-4500	- no change -
Chief Cameraman (2 posts)	2375-3500	2500-4000	Rationalised
Cameraman(CFU) (2 posts)	2375-3500	2500-4000	- do -
Cameraman (18 posts)	2000-3200	2000-3500	- do -
Asstt Cameraman (20 posts)	1400-2300	1600-2660	Due to higher responsibilities
Photographer (1 post)	950-1500	1320-2040	To accord with general pattern
Newsreel Cadre			
Newsreel Officer (13 posts)	2375-3500	2500-4000	To be merged with Chief Cameraman in Camera Wing
Asst.Newsreel Officer (5 posts)	1640-2900	1600-2660	To be merged with Asstt. Cameraman in Camera Wing. Present incumbents' salary to be protected as personal

Cartoon Film Unit (CFU)

Officer-in-charge (1 post)	3000-4500	to be merged into	Similar pay and duties
Animator (1 post)	3000-4500	3000-4500	
Inbetween Animator (5 posts)	2375-3500	2500-4000	Higher skills
Layout Artist (2 posts)	2000-3500	2000-3500	No change
Title Artist (3 posts)	1640-2900	to be merged into 1640-2900	To abolish isolated posts and place them in a larger cadre
Background Artist (1 post)	1640-2900		
Asst layout Artist (1 post)	1600-2660		
Asst Background Artist (1 post)	1600-2660		
Story Illustrator (10 posts)	1600-2660		
Artist Gd I (10 posts)	1400-2300	1600-2660	In tune with general decision on Artists
Artist Gd II (4 posts)	1320-2040	1400-2300	-do-

Editing Cadre

Chief Editor (3 posts)	2375-3500	2500-4000	Higher Responsibilities
Editor (27 posts)	2000-3200	2000-3500	rationalised scale
Asst Editor Gd I (27 posts)	1400-2300	1600-2660	Parity with scales given elsewhere
Asst Editor Gd II (17 posts)	950-1400	1400-2300	

Recording Wing

Chief Recordist (1 post)	2375-3500	2375-3500 } }	Since declared as dying cadres.
Sound Recordist (15 post)	2000-3200	1600-2660 } }	
Asst Recordist (17 posts)	1400-2300	1400-2300 }	

Production Wing

Production Manager (2 posts)	2375-3500	2500-4000	Higher responsibilities
Asstt Director (4 posts)	1640-2900	Asstt Director Grade I 2000-3500 (2) Astt. Director Grade II 1640-2900 (2)	2 posts of Asstt Director upgraded as Asstt Director Gd. I and 2 posts to continue as Asstt Director Grade II inorder to make a gradual progression.
Unit Manager (12 posts)	1400-2300	1600-2660	Higher responsibilities

Laboratory Wing

Officer-in-Charge (1.post)	3000-4500	3000-4500	No change
Lab Engineer (1 post)	2375-3500	2500-4000	Rationalization
Maintenance Engg (3 posts)	2000-3500	2000-3500	No change
Asst Maintenance Engg(8 posts)	1400-2300	1600-2660	As given to JEs elsewhere

Distribution Wing

Officer-in-Charge (1 post)	3000-4500	3000-4500	No change
Sr. Branch Manager (nil)	not existing	2500-4000 (4)	4 posts of Branch Manager be upgraded as Sr.Branch Manager and
Branch Manager (12 posts)	2000-3200	2000-3500 (8)	8 posts to continue as Branch Manager.
Salesman (10 posts)	1400-2300	1600-2660	Higher responsibilities
Sr.Booker (12 posts)	1200-2040	1400-2300	-do-
Jr.Booker (47 posts)	1200-2040	1320-2040	Rationalised scale
Film Shipper (27 posts)	950-1400	950-1500	-do-
Film Checker (28 posts)	800-1150	800-1150	No change

73.55 The detailed changes have been explained below:

(i) The Recording Section in Films Division comprises the posts of Chief Recordist (1 post) in the scale of Rs.2375-3500, Sound Recordist (15 post) in the scale of Rs.2000-3200 and Assistant Recordist (17 posts) in the scale of Rs.1400-2300. The essential qualification for direct recruitment to the post of Sound Recordist is degree in Science with 3 years experience in Sound Recording. We have generally recommended the scale of Rs. 1600-2660 for posts carrying such qualifications. **We therefore, recommend the scale of Rs.1600-2660 for Sound Recordist.** No other change is necessary, as the Recordists' Cadre has been declared a dying cadre. The same scale of Rs.1600-2660 will also be made applicable to Sound Recordists of Doordarshan.

(ii) **The cadre of Asstt. Newsreel Officer (5 posts) (Rs.1640-2900) may be declared a "dying" cadre and the existing posts may be merged with the cadre of Asstt. Cameraman (Rs.1600-2660).** The existing incumbents would retain their scale as personal to them. Similarly, the cadre of Newsreel officer (13 posts) **(Rs. 2375-3500) may be merged with that of Chief Cameraman (2500-4000).** This will, in effect, mean merger of the Newsreel Wing with the Camera Wing.

(iii) The isolated post of **Joint Chief Producer (Newsreel) may be merged with the general post of Joint Chief Producer.**

(iv) **The percentage of direct recruitment to the post of Director may be reduced from 80% to 50% and the remaining 50% may be filled by promotion from among Deputy Directors with 5 years' regular service in the grade.**

(v) The single post of Animator **(Rs.3000-4500) in Cartoon Film Unit (CFU) may be merged with the post of Officer-in-Charge (CFU)** in the same scale of pay.

(vi) **The post of In-between animator in CFU, which is at present filled wholly by direct recruitment (DR) may now be filled 50% by Direct Recruitment and the rest by promotion from Layout Artists with 3 years' service.**

(vii) **The post of Asstt. layout Artist/Asstt.Background Artist (Rs.1600-2660) in CFU may be merged with Title Artist/Background Artist (Rs.1640-2900) and be placed in the corresponding scale of Rs. 1640-2900 and the post after merger may be re-designated as Asstt. Layout Artist.**

(viii) In the Editing Wing, the **post of Editor may be filled wholly by promotion.** At present the quota of promotion is restricted to 33 1/3%. On the other hand the post of **Asstt. Editor Grade I,** which is at present filled wholly by promotion, **may now be filled 50% by Direct Recruitment and the rest by promotion from among Asstt.Editor Grade II.** The essential qualifications for Direct Recruitment may be stipulated as 10+2 and diploma in Film Editing

The percentage of Direct Recruitment to the post of Asstt. Editor Grade II may be increased to 90% from the present 75%. The standard of the educational qualification required for Direct Recruitment may also be raised to ten plus two. **The remaining 10% of the posts may continue to be filled from among the incumbents stipulated in the Recruitment Rules** after they qualify in the departmental test.

(ix) **Two out of the existing 4 posts of Asstt. Director (Rs.1640-2900) may be upgraded to the scale of Rs.2000-3500 and be designated as Assistant Director Grade I,** which will now become the feeder post for Production Manager. The remaining two posts may continue in the scale of Rs.1640-2900. **Asstt. Director Grade-II may be filled wholly by promotion from Unit Manager which is to be upgraded to the scale corresponding to Rs. 1600-2660 from Rs.1400-2300.**

(x) At present **Officer-in-Charge (Lab)** is filled by Direct Recruitment. It **may now be filled by promotion from Lab Engineers with 5 years' service.**

(xi) In the Distribution Wing **the period of eligibility for promotion to the post of Officer-in-Charge of Distribution from Branch Manager may be reduced from ten to five years. Four out of twelve posts of Branch Manager may be upgraded to the scale corresponding to Rs. 2500-4000** and be designated as Senior Branch Manager. The period of eligibility for promotion to Branch Manager from Salesman may be reduced from 7 years to 5 years. The percentage of Direct Recruitment to the post of Film Shipper may be increased to 90% from the existing 50%, while the remaining 10% may be filled by Film Checkers with three years' service and possessing matriculation certificate. The essential qualifications for Direct Recruitment to the post of Film Shipper may now be stipulated as matriculation with three years' experience (instead of 1 year) of clerical work (instead of despatch and clearance).

DIRECTORATE OF FIELD PUBLICITY

Role and Organisational Set

73.56 The Directorate of Field Publicity (DFP) is a field-oriented mass media unit

Up

engaged in the task of encouraging active involvement of people in developmental schemes and policies formulated by the Government. It has its Headquarters in New Delhi, with 22 regional offices and 258 field publicity units in various parts of the country. Each field unit is a self-contained multifaceted set up equipped with a vehicle and cine equipment. The units remain on tour for 12 to 15 days in a month and coordinate their publicity activities with other organisations in the field. The field units conduct regular film shows, song and drama performances, oral communication programmes like talks, meetings, seminars, photo exhibitions and distribution of publicity material. The Hqrs. organisation is headed by the Director and the Regional Offices by the Joint Director/ Regional Officer. The Field Publicity Officer is incharge of the field unit and is assisted by Field Publicity Assistants in organising publicity programmes through audio-visual aids and in the maintenance of film library and audio-visual equipment.

Number of Posts and Scales of Pay

73.57 The post-wise details of the Directorate of Field Publicity at HQs and at Regional/unit offices are as under :-

POST	NO OF POSTS	SCALE OF PAY
Director	1	Rs.5900-6700
Joint Director	23	Rs.3700-5000
Deputy Director	2	Rs.3000-4500
Evaluation officer	1	
Assistant Director	1	Rs.3000-4500
Senior Technical Officer	1	Rs.2200-4000
Asstt.Programme Officer	2	Rs.2000-3500
Asstt.Evaluation Officer	1	Rs.2000-3500
Administrative Officer/	1	Rs.2000-3500
Hindi Officer	1	
Field Publicity Officer	189	Rs.2000-3500
Field Publicity Officer(Border)	57	Rs.2000-3500
Technical Officer	2	Rs.2000-3200
Senior Superintendent	2	Rs.2000-3200
Administrative Officer (Region)	17	Rs.2000-3200
Assistant/Steno Gd.I&II	17	Rs.1640-2900
Superintendent	2	Rs.1600-2660
Technical Assistant/	9	Rs.1400-2300
Hindi Translator/	1	
Accountant	23	
Field Publicity Assistant	269	Rs.1350-2200
UDC/Steno Gd.II/	37[illegible]	Rs.1200-2040

Storekeeper	1		
LDC/Staff Car Driver/	325/279	Rs. 950-1500	
Recordkeeper	1		
Group`D'Staff	814		Rs. 825-1200

Main Demands

73.58 The main demands of DFP relate to inclusion of Field Publicity Officer(Border)(Rs.2000-3500) in the Indian Information Service (IIS) Group `A', inclusion of Field Publicity Assistant (Rs.1350-2200) in the cadre of Indian Information Service Group `B' Jr.grade of Rs.1400-2600, upgradation of the post of Technical Assistant (Rs.1400-2300) to the scale corresponding to the scale of Rs.1640-2900 to bring it at par with Technical Assistant in DAVP under the same Ministry and upgradation of the scales of pay of the posts of Technical Officer (Rs.2000-3200) and Sr.Technical Officer (Rs.2200-4000) to Rs.2000-3500 and Rs.3000-4500 respectively.

Our recommendations

73.59 **We do not find justification for inclusion of Field Publicity Officer (Border) in IIS Group `A' Service. These officers also cannot be merged with the cadre of Field Publicity Officer (non-Border) who belong to IIS Group B Service. Field Publicity Officers (Border) are recruited specifically for a particular area and have intimate knowledge of the area and local language/dialect. Thus, there can be no inter-changeability between the FPO (Border) and FPO(Non-Border). However, considering the fact that FPO (Border) does not have any promotion avenues, we recommend that the following higher scales may be given under the Assured Career Progression Scheme (ACPS) to this cadre.**

(I) **Rs.2375-3750**
(ii) **Rs.2500-4000**

73.60 **With regard to the demand for inclusion of Field Publicity Assistant in the cadre of Indian Information Service Group B Jr.grade, we do not recommend the encadrement, as the Recruitment Rules of the two posts differ. There being stagnation at the level of Field Publicity Assistants with only 9 posts of Technical Assistant (Sound) and (Auto) (Rs.1400-2300) and thereafter one post each of Technical Officer (Sound) and (Auto) (Rs.2000-3200) available at higher levels to them for promotion, we recommend that out of 270 posts of Field Publicity Assistants in the scale of Rs.1350-2200, 170 posts should be placed in the rationalised scale of Rs.1400-2300 and 100 posts upgraded and designated as Technical Assistants in the scale of Rs.1600-2660. As for the existing Technical Assistants (Sound) and (Auto), they be redesignated as Sr.Technical Assistants (Sound) and (Auto) and placed in the pay scale of Rs.1640-2900. The Technical Officer (Auto) and Technical Officer (Sound) may be given the replacement scale of Rs.2000-3500. As a result of the proposed recommendation, the hierarchical chart would be as under:-**

Sr.Technical Officer (Rs.2200-4000)(1 post)

Technical Officer(Auto) (Rs.2000-3500) (1 post) **Technical Officer(Sound) (Rs.2000-3500) (1 post)**

Sr.Technical Assistant (Sound) & (Auto) Rs.1640-2900) (8 posts) (1 post)

Technical Assistant (Rs.1600-2660) (100 posts)

Field Publicity Assistant (Rs.1400-2300) (170 posts) 50% promotion from Group C and D 50% Direct Recruitment

73.61 **As regards the demands for upgradation of the posts of Technical Officer and Sr.Technical Officer, the Technical Officer will be given the scale of Rs.2000-3500 on account of rationalisation. However, we do n ot recommend any upgradation in the scale of Sr.Technical Officer.**

DIRECTORATE OF ADVERTISING AND VISUAL PUBLICITY (DAVP)

Background, Role and Functions

73.62 The DAVP is a multi-media agency of the Government which informs and educates the people about Government's policies and programmes through press advertisements, exhibitions, booklets, posters, TV and Radio spots, bus-panels, hoardings etc. The Publicity topics generally relate to health and family welfare, girl child, immunization, women and child development, national integration, environment, rural development etc. Set up in the year 1946, the DAVP has its HQ at New Delhi with two regional offices at Bangalore and Guwahati and 35 Field Exhibition Units. The activities of DAVP are organised in different wings namely Exhibition, Mass Mailing, Advertising, Outdoor publicity, Printed publicity, Copy-Campaign and Audio Visual.

Main Demands and our recommendations

73.63 The main demands of the DAVP along with our recommendations are as discussed in succeeding paragraphs.

Upgradation of posts

73.64 Upgradation of the posts of Chief Exhibition Officer (Rs.3700-5000),

Assistant Production Manager[Outdoor Publicity(OP)] (Rs.2000-3500), Production Manager(OP)(Rs 3000-4500),Store Officer(Rs.2000-3500), Jr Technical Assistant(Coder)(Rs 1400-2300) has been sought.

Our recommendations

73.65 **We have considered the demands but are unable to find justification for the upgradations demanded.**

Higher grade for promotion

73.66 Upgradation of the post of Technical Assistant (Audience Research) in the Mass Mailing Wing from the scale of Rs.1640-2900 to the scale of Rs.2000-3200 and a higher grade for their promotion have been demanded.

Our recommendations

73.67 **We recommend that Technical Assistants (Audience Research) in the scale of Rs.1640-2900 may be included as a feeder post for promotion to the next higher post of Assistant Distribution Officer (Rs.2000-3200) within the Mass Mailing Wing itself, as Assistant Distribution Officer is the Supervisory post for Technical Assistant (Audience Research). The Recruitment Rules of the post of Assistant Distribution Officer may be amended accordingly, with a view to increasing the quota of promotion to the post of Assistant Distribution Officer from 33.33% to 100%. Further, Jr.Technical assistant (Coder) in Mass Mailing Wing (Rs.1400-2300), which is a feeder post for Technical Assistant (Audience Research), may be merged with Distribution Assistant (Rs.1400-2600) in the Mass Mailing Wing and placed in the scale of Rs.1600-2660 with the designation of Jr.Technical Assistant. The post of Technical Assistant (Audience Research) may be re-designated as Sr.Technical Assistant, which will be the promotion post for Jr.Technical Assistant/Distribution Assistant (post-merger).**

Isolated post

73.68 Upgradation of the post of Photo Assistant (1 post/Rs.1400-2300) in the Exhibition Division of DAVP has been demanded, the post being isolated without any promotion avenues.

Our recommendations

73.69 **The post of Photo Assistant, being an isolated one, will be eligible for time-bound promotion under the Assured Career Progression Scheme.**

Creative Artists Designers

73.70 There are demands for restructuring of the Cadre of Creative artists/designers in the Dte of Advertising and Visual Publicity (DAVP) which, at present, has the following posts:

Designations	No.of Posts	Pay Scale(Rs)
Chief Visualiser	1	4100-5300
Chief Exhibition Officer	1	3700-5000

Art Executive	6	3000-4500
Exhibition Officer	3	3000-4500
Asstt Exhibition Officer	1	2200-4000
Chief Modeller	1	2375-3500
Senior Artist	30	2000-3500
Technical Asstt(Models)	6	1640-2900
Production Asstt*	4	1400-2300

*(held in common pool with Publication Division)

Main demands and our recommendations

73.71 It has been demanded that the post of Chief Visualiser (Rs.4100-5300) should be redesignated as Creative Director

Our recommendation

73.72 **We feel that the present designation is quite appropriate and should continue as hither-to-fore.**

Creation of additional posts

73.73 Creation of three additional posts of Additional Creative Directors in the scale corresponding to the scale of Rs.3700-5000 in lieu of the single post of Chief Exhibition Officer has been demanded.

Our recommendations

73.74 **We do not find any justification for creation of additional posts in the scale of Rs.3700-5000 and hence do not accept the demand.**

Merger of posts

73.75 Merger of the three posts of Exhibition Officer (Rs.3000-4500), one post each of Asstt Exhibition Officer (Rs.2200-4000) and Chief Modeller (Rs.2375-3500) with 6 posts of Art Executive (Rs.3000-4500) and their placement in the corresponding scale of Rs.3000-4500 has been sought.

Our recommendations

73.76 **Merger of the posts of Exhibition Officer (3 posts) and Art Executive (6 posts), which are in the same scale of pay of Rs.3000-4500 and are governed by the same recruitment rules, is recommended. As for the feeder grades of Asstt Exhibition Officer, Chief Modeller and Sr.Artist, we suggest that an intermediate grade be provided between the grades of Exhibition Officer (Rs.3000-4500) and Sr.Artist (Rs.2000-3500) so as to cover the gap and to rationalise the cadre structure. We, therefore, recommend merger of the posts of Asstt Exhibition Officer (Rs.2200-4000), Chief Modeller (Rs.2375-3500) and seven of the 30 sanctioned posts of Sr.Artist (Rs.2000-3500) and their placement in the scale of Rs.2500-4000.** As a result, the proposed cadre will be as under:

Chief Exhibition Officer	-	**Rs.3700-5000 (1)**
Exhibition Officer	-	**Rs.3000-4500 (9)**
Asstt Exhibition Officer	-	**Rs.2500-4000 (9)**
Sr.Artist	-	**Rs.2000-3500 (23)**

Upgradation of Sr. Artist

73.77 It has been demanded that the post of Senior Artist (Rs.2000-3500) be upgraded to the level of the present Group A Junior Time Scale (Rs.2200-4000).

Our recommendation

73.78 **We do not find any justification for general upgradation of the post. However, the recommendation above in respect of upgradation of 7 of the 30 sanctioned posts of Sr.Artist to Rs.2500-4000 partially meets the demand.**

Creative artists as technical

73.79 Categorisation of the Cadre of Creative Artists in DAVP as technical' and extension of corresponding benefits including raising the age of superannuation to 60 years to them has been suggested.

Our recommendation

73.80 **The duties attached to the cadre of Creative Artists in DAVP are neither 'technical' nor 'scientific' in nature. Hence we are not in a position to accept the demand. Age of superannuation is being increased for all.**

PHOTO DIVISION

Organisational Set

73.81 The Photo Division is considered to be the biggest production unit of its kind in the country. It is responsible for covering the visits of all Heads of States/Governments and all major events in the country and abroad. It is headed by a Director and manned by the following hierarchical posts:-

Sl.No	Post	No.of Posts	Scale(Rs)
1.	Director	1	3700-5000
2.	Deputy Director	2	3000-4500
3.	Sr.Photographic Officer	4	2200-4000
4.	Photographic Officer	11	2000-3500
5.	Production Assistant	4	1400-2300
6.	Sr.Photo Assistant	39	1200-2040
7.	Jr.Photo Assistant	25	950-1500
8.	Photo Glazer	12	800-1150
9.	Photo Trimmer	4	775-1025

Demand and our recommendations

73.82 The sole demand of the Division is that scales of pay of all the above posts be upgraded, as there is stagnation in various posts. We are not in favour of en masse

upgradation of posts. To deal with the problem of stagnation, we have recommended the scheme of Assured Career Progression and its provisions will apply to the posts in this division.

SONG AND DRAMA DIVISION

Historical Background and Posts

73.83 Set up in 1954, the Song and Drama Division utilises live programmes of folk and traditional entertainment forms to create an awareness among the masses regarding various programmes of socio-economic significance. The Division comprises mainly Staff Artists with a cadre strength of about 745, who are divided into 26 different categories catering to the various aspects of the entertainment programmes put up by the Division. The Division also comprises certain Programme posts and Administrative (non-Programme) posts which are as under:-

Hierarchy of Administrative Posts (Non-Programme)	**Programme Posts**
Deputy Director (Admn)(1) (Rs.3000-4500)	Director (1)-Head of the Division (Rs.4500-5700)
Asstt Director (Admn)(1) (Rs.2200-4000)	Joint Director (1) (Rs.3700-5000)
Administrative Officer (8) (Rs.2000-3200)	Deputy Director (13) (Rs.3000-4500)
Superintendent (5) (Rs.1640-2900)	Asstt Director (8) (Rs.2000-3500)
Technical Assistant (7) (Rs.1400-2300)	Manager/Producer (22) (Rs.2000-3200)
Ministerial cadres like UDC etc.	Staff Artists' Cadre

Main Issues

73.84 There are five main issues relating to the Song and Drama Division which are given below with our recommendations thereon.

Parity with Doordarshan

73.85 Parity in scales of pay of Staff Artists in Song and Drama Division is being sought with corresponding posts in Doordarshan as under:-

Song and Drama Division	Doordarshan
Instrumentalist (Rs.1400-2300) Singer (Rs.1400-2300) Performer (Rs.1400-2300)	Instrumentalist Gde III (Rs.1400-2600)
Stage Manager (Rs.1640-2900) Sr.Scenic Designer (Rs.1640-2900)	Producer (Rs.2000-3200) Gde II
Stage Decorator (Rs.1400-2300) Jr.Scenic Designer/ Wardrobe Incharge(Rs.1400-2600)	Scenic Designer (Rs.1640-2900)
Make-up Artist/Stage Asstt (Rs.1400-2300)	Lighting Asstt (Rs.1400-2600)

Our recommendations

73.86 **The functional context of the Staff Artists in the Song and Drama Division and Doordarshan being different, we do not find any justification for parity between the two. The Staff artists in Song and Drama Division may, however, be grouped in two categories-Performing Artists and Stage Assistants. The objective of this amalgamation should be to recruit performing artists and stage assistants (to whatever specialisation they may belong) to the lowest grade III who would gradually rise to the higher grades while retaining their specific skills. The existing and suggested pay scales of the different posts falling under the category of performing artists are as under:-**

EXISTING	PROPOSED	POSTS
Drama Producer **(Rs.2000-3200)**	**Drama Producer** **(Rs.2000-3500)**	1
Assistant Drama Producer **(Rs.1400-2600,upgraded)**	Artist Gr.I (Rs.1640-2900)	65
Actor/Actress,Dancer, **Instructor(Rs.1400-2600)**	Artist Gr.II (Rs.1600-2660)	192
Singer (Rs.1400-2300) Performer (Rs.1400-2300) Sr.Instrumentalist(Rs.1400-2300)	Artist Gr.III (Rs.1400-2300)	329

Jr.Instrumentalist (Rs.975-1660)

Direct entry should be made at the level of Artist Grade III. Lateral entry at higher grades could also be made in exceptional cases at the discretion of the administration. As regards the posts of Stage Assistants (other than performing artists), the following rationalised grade structure is recommended:

EXISTING	PROPOSED
Stage Manager/ Sr.Scenic Designer (Rs.1640-2900)	Stage Manager (Rs.1640-2900) (6 posts)
Wardrobe Incharge, Wardrobe and Green Room Incharge, Scenic Designer (Rs.1400-2600)	Sr.Stage Asstt (Rs.1600-2660) (4 posts)
Workshop Technician, Stage Director, Light Operator (Rs.1400-2300) Make-up-Man-cum-Dresser (Rs.1350-2200)	Stage Asstt Grade-I (Rs.1400-2300) (32 posts)
Stage Artist, Training Asstt (Rs.975-1660)	Stage Assistant Grade II(Rs.1320-2040) (48 posts)
Lineman(Sound/Light), Green Room Asstt, Wardrobe Asstt (Rs.950-1500)	Stage Assistant Grade III (Rs.950-1500) (16 posts)

Though direct recruitment may normally be made at the level of Stage. Asstt Grade III only, lateral entry could be made at higher grades depending upon circumstances, as may be decided by the administrative ministry.

Conversion of post of copyist

73.87 Conversion of Copyist (Rs.1200-1800) into ministerial cadre and upgradation to the level of UDC (Rs.1200-2040) in AIR/Doordarshan has been demanded, since duties attached to the post are ministerial in nature.

Our recommendations

73.88 In the light of recommendations made above, Copyist may be categorised as feeder grade to Performing Artist grade III, as the Recruitment Rules require them to perform as actor whenever the occasion arises. The post of Copyist may be placed

in the scale of Rs.1320-2040.

Parity with Secretariat.

73 89 Parity of ministerial staff of Song and Drama Division with corresponding posts in Secretariat has been sought.

Our recommendations

73.90 **The general issue of parity between ministerial staff in the Central Secretariat and those in attached/ subordinate offices has been discussed in the relevant chapter.**

Parity within the Organisation

73.91 It has been demanded that Asstt Director in Song and Drama Division (Rs.2000-3500/Gp'B' Gazetted) and Asstt Director (Admn) in Song and Drama Division (Rs.2200-4000) should have parity.

Our recommendations

73.92 We endorse the demand of parity between the two and recommend that both the posts be given the replacement scale of Rs.2500-4000. The posts of Director (Rs.4500-5700), Joint Director (Rs.3700-5000) and Dy Director (Rs.3000-4500) may continue in their respective scales of pay. The period of eligibility of promotion from Asstt Director to Dy Director may be reduced from the present 8 years' service to 5 years, so as to be at par with corresponding posts on the Administrative side. Administrative Officer (Rs.2000-3200) and Manager/Producer (Rs.2000-3200) may be given the replacement scale of Rs.2000-3500.

DIRECTORATE OF FILM FESTIVALS

Historical Background and Number of Posts

73.93 The Directorate of Film Festivals was created in the year 1973 as an attached office (participating) of the Ministry of Information and Broadcasting. Subsequently, the Directorate was transferred to the National Film Development Corporation Limited as one of its constituent units, with effect from 1.7.88. Later, it was transferred back to the Ministry of Information and Broadcasting as an attached office, but without participating status. Due to its non-participating status, the officers/staff have been given the Cadre of General Central Service only. The following are the posts existing in the Directorate of Film Festivals

S.No.	Post/Designation	No. of Posts	Scale of Pay(Rs)
1.	Director	1	5100-5700
2.	Joint Director	1	4500-5700
3.	Senior Deputy Director	1	3700-5000
4.	Deputy Director	5	3000-4500
5.	Deputy Executive(Accounts)	1	2200-4000
6.	Sr.Personnel Asstt.	1	2000-3200
7.	Superintendent	1	1640-2900
8.	Assistant	1	1400-2600
9.	Sr Steno	1	1400-2600
10	Facilities Asstt.	1	1400-2600
11	Sr Steno-cum-Asstt.	1	1400-2600
12	Technical Asstt.	1	1400-2600

13.	Documentation Asstt.	1	1400-2600
14.	Jr.Hindi Translator	1	1400-2300
15.	UDC/Accounts Clerk	5	1200-2040
16.	Steno grade D//Telex Operator	5	1200-2040
17.	LDC/Hindi Typist/Film Joiner--cum-Checker	7	950-1500
18.	Staff Car Driver/Gestetner Operator/Despatch Rider	6	950-1400
19.	Group D staff	7	Usual scales

Issues

73.94 The main issues concerning the Directorate of Film Festivals are the filling up of senior posts by promotion rather than by transfer-on-deputation, inclusion of such posts in an organised Group 'A' Service, and encadrement of ministerial/stenographic posts in corresponding Central Secretariat Services.

Our recommendations

73.95 **We recommend that in future, the posts of Director, Joint Director, Senior Deputy Director and Deputy Director may be filled by the officers of Indian Information Service Group A. The present incumbents may either be encadred in that service, in consultation with DOP&T or they may continue in the Directorate of Film Festivals with replacement scales of their existing scales of pay. We also recommend that the posts be redesignated as under:-**

Existing		Proposed	
Director	**(Rs.5100-5700)**	**Chief Director**	**(Rs.5100-6150)**
Joint Director	**(Rs.4500-5700)**	**Director**	**(Rs.4500-5700)**
Senior Deputy Director	**(Rs.3700-5000)**	**Joint Director**	**(Rs.3700-5000)**
Deputy Director	**(Rs.3000-4500)**	**Deputy Director**	**(Rs.3000-4500)**

73.96 **We do not recommend merger of the posts of the Ministerial cadre with the Central Secretariat Services due to the non-participating status of this Directorate. The Assured Career Progression Scheme will take care of the stagnation in various ranks.**

Miscellaneous

73.97 As regards the posts in the other constituent units of the Ministry of Information & Broadcasting, namely, Press Information Bureau, Publication Division, Registrar of Newspapers, Research and Reference Division, National Film Archives of India and Central Board of Film Certification, we recommend that the various posts existing in these units/Divisions be given replacement scales.

74

Ministry of Labour

INTRODUCTION

Organisation and functions

74.1 The Ministry of Labour is responsible for the formulation of national labour policies and deals with industrial relations, wages, welfare and social security of labour in industries with which the Central Government is concerned. It is also responsible for enforcement of labour laws, safety in mines and administration of welfare funds for miners. It functions as the nodal agency for activities relating to the International Labour Organisation. It has four attached offices and twenty two subordinate offices, including eleven industrial tribunals-cum-labour courts and a Board of Arbitration for the settlement of disputes referred to it by the Joint Consultative Machinery, besides four autonomous bodies under its administrative control.

Details of posts

74.2 Group-wise details of the posts in the Ministry and its attached and subordinate offices are as follows:

	'A'	'B'	'C'	'D'	Total
SECRETARIAT	52	312	418	116	898
ATTACHED OFFICES					
Directorate General of Employment & Training	416	156	1139	738	2,449
Directorate General of Factory Advice Service and Labour Institutes	176	16	212	163	567
Labour Bureau	47	74	389	46	556
Chief Labour Commissioner (Central)	Nil	164	1	33	198

	'A'	'B'	'C'	'D'	Total
SUBORDINATE OFFICES					
Directorate General of Labour Welfare and Offices of Welfare Commissioners	376	47	1,345	805	2,653
Directorate General of Mines Safety	179	86	533	288	1,086
Industrial Tribunals-cum-Labour Courts	12	-	37	52	101
Board of Arbitration	1	1	6	6	14

CENTRAL LABOUR SERVICE

Scales of Pay and Improvements in career prospects

74.3 Group 'A' posts in the Ministry and its attached offices are manned, among others, by members of the Central Labour Service, which was constituted in February 1987 by the merger of various Group 'A' posts then in the Central Industrial Relations Machinery, Central Pool of Labour Offices and the Ministry's Welfare Organisation. Demands received from the members of the Service mainly relate to the provision of a higher scale of pay on initial entry into the Service, promotions on a time-bound basis and creation of additional posts at the higher functional levels in order to alleviate the problem of stagnation in the Service. Besides, officers of the erstwhile Central Industrial Relations Machinery have also urged that they should be accorded a higher status in relation to the other constituents of the Service on the ground that they are also required to perform quasi-judicial functions.

74.4 Following the creation of the Central Labour Service, the constituent units no longer retain their separate and distinct identities. The intention behind the merger of the three constituent units was to provide an integrated structure and interchangeability between functionaries in the spheres of industrial relation, labour law enforcement and labour welfare. Members of the Service are also transferable from one wing to another and are not exclusively deployed in any one of the units. In the circumstances, **the mere fact that some of the officers are sometimes required to perform quasi-judicial functions cannot obviously be adequate justification for a higher status in relation to or the exclusion of the other constituents of the Service.**

Our recommendations

74.5 In claiming a higher scale of pay on initial entry into the Service, comparison has been sought to be drawn with the medical professionals in the Central Health Service. This, is however, not strictly of relevance in view of the fact that only those recruited to the Specialists' cadre are presently placed in the higher scale of pay of Rs.3000-4500 on initial appointment and the General Duty Medical Officers are entitled only to the scale of Rs.2200-4000. **Like members of the other organised Group 'A' Central Services, Officers of the Central**

Labour Service should only be placed, on initial entry, in the revised scale of pay corresponding to the scale of Rs.2200-4000 and any special dispensation in their case would not be justified. Creation of additional posts at higher levels will necessarily have to be justified only on the basis of functional needs and requirements and cannot be a device for ensuring adequate career progression and alleviating stagnation in the Service. **While we are, therefore, unable to accede to this demand, we expect that the Assured Career Progression Scheme recommended by us would at least provide some financial relief. We further recommend that a detailed review of the cadre structure of the Service may be undertaken by the Ministry expeditiously to facilitate the creation of such additional posts as are considered justified. Pending completion of the cadre review, it would be appropriate to encadre the technical posts of Director in the Industrial Relations Division and Welfare Commissioner (Headquarters), which are presently filled by deputation of Officers of the All India Service, and Group 'A' Central Services,in the Central Labour Service.**

DIRECTORATE GENERAL OF EMPLOYMENT & TRAINING

Functions

74.6 The Directorate General of Employment & Training, headed by a Director General in the scale of pay of Rs.5900-6700 is the apex organisation responsible for formulation of policies and standards for vocational training throughout the country and for the development and coordination, at the national level, of programmes relating to employment services.

Constitution of an Organised Service

74.7 We find that though there are as many as 345 posts in the Group 'A' scales of pay ranging from the Rs.2200-4000 to Rs.5900-6700 in the Directorate General, which are held by engineering graduates, almost 80 per cent of the total budgetary outlay for the Ministry is intended for this organisation, and the 4th CPC was also informed by the Ministry that the constitution of a central service for the Group 'A' officers on the pattern of the organised Group 'A' Engineering Services was under consideration, this has, however, not been done so far. The post of Director General is also generally held by an officer of the All India Services. Consequently, the highest post available to the Group 'A' officers of the organisation is only that of Director in the scale of pay of Rs.4500-5700 notwithstanding the fact that 50 per cent of the posts of Assistant Director in the scale of pay of Rs.2200-4000 and of Deputy Director in the scale of pay of Rs.3000-4500 are filled by direct recruitment. On the other hand, the highest technical posts in other organisations under the Ministry, such as the Directorate General of Factory Advice Service and Labour Institutes and the Directorate General of Mines Safety, which also recruit engineering graduates, are in comparatively higher scales of pay. This places the officers of the Directorate General of Employment & Training at a considerable disadvantage and affects their advancement adversely.

Our recommendations

74.8 **In order to ensure parity with other organised Engineering Services and to provide adequate avenues for career progression, we recommend the following:**

The constitution of an organised service for the Group 'A' Technical Officers of the Directorate General on the pattern of the Group 'A'

Engineering Services should not be delayed any further. This should be done within a specified time-frame of 6 months or so and recruitment to the Service made through the Combined Engineering Services Examination conducted by the Union Public Service Commission.

A proper post-induction training programme should be evolved for the directly-recruited engineering graduates and imparted before they are posted in the field. Simultaneously,the present requirement of two years' experience for appointment to the post of assistant Director in the scale of pay of Rs.2200-4000 could be dispensed with.

On constitution of the organised service, direct recruitment to the posts of Deputy Director in the scale of pay of Rs.3000-4500 may be discontinued and all posts filled only by promotion of Assistant Directors.

The posts of Additional Director, Regional Director and Director of the Field Institutes, presently in the scale of pay of Rs.4100-5300 may be placed in the replacement scale corresponding to the scale of Rs.4500-5700, and the Additional Director redesignated as Director.

The four posts of Director of Training in the headquarters, may be placed in the replacement scale corresponding to the scale of pay of Rs.5900-6700 and redesignated as Deputy Director General.

The post of Director General may be upgraded and placed in the replacement scale corresponding to the scale of pay of Rs.7300-7600. It should continue to be filled as at present.

Assistant Director (Occupational Health)

74.9 There are two grades (Grades II and I) of Assistant Directors (Occupational Health) in the scales of pay of Rs.2200-4000 and Rs.3000-4500 in the Directorate General, responsible for maintaining an appropriately clean environment in mines to prevent occupational diseases and for the administration of welfare amenities. Incumbents of these posts have demanded that they should be equated with the engineering professionals in the Directorate General of Mines Safety who, according to them, are recruited directly as Deputy Directors of Mines Safety in the scale of pay Rs.3700-5000 despite possessing similar experience and can also aspire to be promoted to the post of Director General.

Our recommendations

74.10 Apart from the fact that engineering graduates with eight years' experience are recruited as Deputy Directors of Mines Safety as against the experience of only five years prescribed for the Assistant Directors (Occupational Health), the duties and responsibilities of these two posts are not at all comparable. Besides, medical professionals recruited as General Duty Medical Officers in the Central Health Service are also placed only in the scale of Rs.2200-4000, on initial entry, like the Assistant Directors, Grade II, who are also medical graduates. **We, therefore, consider the present scales of pay to be appropriate and recommend only the corresponding replacement scales. The time-bound promotion scheme separately recommended by us for the medical professionals in the Central Health Service may, however, be extended to the incumbents of these posts.**

Junior Technical Assistant and Senior Draughtsman

74.11 Posts of Junior Technical Assistant in the Regional Directorate of Apprentice Training, a subordinate office, in the scale of pay of Rs.1400-2600 are filled by promotion of Senior Draughtsmen in the scale of pay of Rs.1400-2300. Our attention has been drawn to a judgement (April 1994) of the Principal Bench of the Central Administrative Tribunal at Delhi in terms of which the scale of pay of the feeder post was revised from Rs.1400-2300 to Rs.1600-2660, resulting in an anomalous situation of the promotion post being placed in a lower scale of pay. It has, therefore, been urged that the posts of Junior Technical Assistant should be merged with those of Senior Technical Assistant in the Regional Directorate presently in the scale of pay of Rs.2000-3200. The Ministry has not, however, supported this demand and has informed us that the two posts are not comparable and that the merger, as suggested, would disturb the existing parity with similar posts of Junior Technical Assistants in the Directorate General of Employment and Training.

Our recommendations

74.12 Having regard to its likely adverse implications, we are unable to accept the suggested merger and would endorse the Ministry's views thereon. In conformity, however, with our general recommendations on rationalisation of the pay structure and after taking into account the qualifications and experience requirements prescribed for the post of Junior Technical Assistant, **we recommend that it may be placed in the replacement scale of pay corresponding to Rs.1600-2660.** Further, we have been informed that the post of Senior Draughtsman in the Directorate was earlier filled by promotion of Junior Draughtsmen, and that following a tentative decision to abolish the posts in the latter category, the recruitment rules currently in force provide for the posts of Senior Draughtsmen being filled by transfer on deputation to the extent of 50 per cent, the remaining 50 per cent of the posts being filled by direct recruitment of matriculates possessing a National Trade Certificate with two years' experience or a National Apprenticeship Certificate with a year's experience. We have also recommended elsewhere in this report comparatively lower scales of pay for the common category of draughtsmen in various ministries and departments **In the circumstances, we are of the considered view that the replacement scale of pay corresponding to Rs.1320-2040 only would be justified for the post of Senior Draughtsman, which should also be redesignated as Draughtsman in the context of the decision to abolish the lower post of Junior Draughtsman. Such of those Senior Draughtsmen as have already been placed in the higher scale of pay of Rs.1600-2660 in pursuance of the judgement of the Central Administrative Tribunal may, however, be placed in the corresponding replacement scale, which will be personal to them. All fresh recruitment will, however, be made only in the lower scale of pay.**

Statistical Posts

74.13 Post of Senior Investigators and Junior Investigators in the Directorate General are presently in the scale of pay of Rs.1640-2900 and Rs.1400-2300 respectively **Our recommendation contained elsewhere in this report that these two posts may be placed in the replacement scale corresponding to the scales of Rs.2000-3500 and Rs.1640-2900 respectively would apply to these posts as well. Further, our general recommendation that posts of Computors, which have ceased to be of relevance in the context of computerisation in government, should be progressively abolished and placed only in the corresponding replacement scale will also apply to the posts of Computors in the Directorate General.**

DIRECTORATE GENERAL OF FACTORY ADVICE SERVICE AND LABOUR INSTITUTES

Functions

74.14 Headed by a Director General in the scale of pay of Rs.5900-6700, the Directorate General of Factory Advice Service and Labour Institutes is responsible for coordinating the implementation by the state governments of the Factories Act, 1948, and for the administration of the Dock Workers (Safety, Health and Welfare) Act, 1986. Its activities include research on aspects of industrial safety, occupational health, industrial hygiene, psychology and physiology, as well as organisation of training programmes in the field of industrial safety and health.

Assistant Directors

74.15 The Directorate General has 56 posts of Assistant Director in various disciplines in the scale of pay of Rs.2200-4000, which include certain isolated posts, such as that of Assistant Director(Artist and Layout Expert), and 54 posts of Deputy Director in the scale of pay of Rs.3000-4500. It has been represented that the posts of Assistant Director and Deputy Director should be merged and all the posts placed in the scale of pay of Rs.3000-4500. Apart from the fact that the proposed merger has not been adequately justified, the duties and responsibilities of the two posts are distinct and different. Merger, as suggested would also adversely affect promotion avenues presently available. **We are, therefore, unable to accept the suggestion. In so far as the isolated posts of Assistant Director in certain disciplines are concerned, the Assured Career Progression Scheme recommended by us will provide some relief to the incumbents.**

Administrative Officers

74.16 There are five posts of Administrative Officers in the Establishment Division of the Directorate General in the scale of pay of Rs.2000-3500, the incumbents of which are stated to be stagnating in the absence of any avenues for further advancement. We, however, find that these posts are generally filled by promotion of Assistant Administrative Officers, failing which by transfer on deputation, and failing both by direct recruitment. Posts of Assistant Administrative Officers are in turn filled by promotion of Superintendents, failing which by direct recruitment. In view of the fact that the post of Administrative Officer forms part of a promotion hierarchy, it would appear prima facie that some promotion avenues do exist. In order, however, to provide some relief to such of those as may have been directly recruited, we recommend that two of the five posts of Administrative Officer may be upgraded to those of Senior Administrative Officer in the replacement scale of pay corresponding to a new scale of Rs.2500-4000 proposed by us.

LABOUR BUREAU

Functions

74.17 The functions of the Labour Bureau, headed by a Director in the scale of pay of Rs.4500-5700, include collection, collation and publication of statistical data on employment, wages, industrial relations, working conditions, etc. It is also responsible for the compilation and publication of consumer price indices for industrial and agricultural workers

Statistical Posts

74.18 As in the Directorate General of Employment and Training, there are posts of Computors and Investigators in the Labour Bureau. Our recommendations contained in paragraph 74.13 (supra) will apply to these posts as well and the posts of Investigator, Grade-II and Investigators, Grade-I may be placed in the replacement scales of pay corresponding to Rs.1640-2900 and Rs.2000-3500 respectively and redesignated as Junior Investigators and Senior Investigators. The posts of Computors in the scale of pay of Rs.950-1500 should be progressively abolished and placed only in the corresponding replacement scale of pay during the interim period.

OFFICE OF THE CHIEF LABOUR COMMISSIONER (CENTRAL)

Functions

74.19 The functions of the Office include (a) prevention, investigation and settlement of industrial disputes in the Central sector, (b) enforcement of awards and settlements,(c) implementation of labour laws in austral establishments in respect of which the Central Government is the appropriate authority, (d) verification of membership of workers' unions affiliated to central organisations, etc.

Parity with Posts in Secretariat

74.20 The main demand of the employees of this Office is that their scales of pay should be upgraded so as to be on par with those of equivalent posts in the Ministry of Labour. **Our general recommendations on scales of pay of ministerial posts in non-Secretariat organisations will be extended to these employees.**

DIRECTORATE GENERAL OF LABOUR WELFARE AND OFFICES OF WELFARE COMMISSIONERS

Scales of Pay

74.21 The nine offices of Welfare Commissioners are responsible for the provision of welfare facilities to workers employed in mines and quarries of mica, limestone and dolomite, iron ore, manganese and chrome ore and in the cinema and beedi industries. **All posts in these offices have standards scales of pay and may be placed in the corresponding replacement scales.**

Teaching Staff

74.22 We observe that certain isolated posts of Teaching Staff (Teachers, Secondary Grade Teachers, Hindi and Urdu Teachers, B.Ed. Assistant, Hindi Pandits, Telugu Pandits, Craft Instructors, Drawing Masters, Physical Education Instructors, etc.) and Headmasters of schools run by the Directorate General of Labour Welfare in its Hyderabad region have been placed in scales of pay applicable to the corresponding posts in the State Government of Andhra Pradesh. **We are of the view that these posts should be placed instead only in the corresponding Central scales of pay. Our recommendations on the scales of pay of the common categories of Teaching and Educational Staff may, therefore, be extended to these posts, and the emoluments of those already placed in the State scales of pay be protected by placing them in the appropriate higher scales of pay, which would be personal to them.**

Paramedical Posts

74.23 **Pharmacists and Dressers-cum-Attendants in the Directorate General of Labour Welfare, who have urged that their scales of pay should**

be improved, may be placed in the replacement scales of pay recommended by us for these posts, in the chapter on "Paramedical Staff"

DIRECTORATE GENERAL OF MINES SAFETY

Functions

74.24 Headed by a Director General in the scale of pay of Rs.7300-7600, the Directorate General of Mines Safety is entrusted with responsibility of enforcing the provisions of the Mines Act, 1952 and the rules and regulations framed thereunder and of the Indian Electricity Act, 1910, in so far as it relates to mines and oil fields.

Group 'A' Posts

74.25 Based on the recommendations of the Kumaramangalam Committee and the Fourth CPC, the post of Director General of Mines Safety has been placed in the scale of pay equivalent to that of the post of Additional Secretary to the Government of India. **This equation, which is justified, may continue. Posts of Deputy Director General, Director and Deputy Director,** presently in the scales of pay of Rs.5900-6700, Rs.4500-5700 and Rs.3700-5000 respectively, **may be placed in the relevant replacement scales of pay recommended by us.**

74.26 The Directorate General has, among others, Group 'A' posts of Deputy Director (Administration), Senior Accounts Officer, Senior Law Officer, and Survey Superintendent in the scale of pay of Rs.3000-4500. It has been urged that the scales of pay of all these posts should be improved. With the exception of the post of Senior Law Officer which is filled by the promotion of Law Officers, Grade I, in the scale of pay of Rs.2200-4000 with five years' service failing which by direct recruitment, all the other posts are filled either by promotion or transfer on deputation. **We are of the view that the present scale of pay of these posts is appropriate and recommend only the corresponding replacement scale of pay. We, however, recommend that (a) the post of Senior Accounts Officer may henceforth be filled only by transfer on deputation of personnel from the organised accounts departments; and (b) a post of Senior Administrative Officer may be created in the replacement scale of pay corresponding to Rs.2500-4000 to be filled by promotion of Administrative Officers with three years' service. Consequently, the post of Deputy Director(Administration) should be filled only by the promotion of Senior Administrative Officers with five years' service instead of by promotion of Administrative Officers.**

Assistant Director(Mining)

74.27 Appointments to the Group 'B' posts of Assistant director(Mining) are presently made in the scale of pay of either Rs.2000-3500 or Rs.2375-3500 The former scale is applicable to graduates only, whereas those who possess, in addition, a Second Class Mine Manager's Certificate are placed in the scale of pay of Rs.2375-3500. It has been urged that scale of pay of this post should be upgraded to that of the post of Assistant Director(Occupational Health) in the scale of pay of Rs.2200-4000. Though they bear the same designation, the two posts are not comparable in terms of duties and responsibilities. **We, therefore, recommend only the corresponding replacement scales of pay.**

Administrative Posts

74.28 Administrative Officers and Assistant Administrative Officers in the scales of pay of Rs.2375-3500 and Rs.1640-2900 in the Directorate General have urged that they should be placed in higher scales of pay. We are, however, of the view that the present scales of pay of these posts are appropriate. These posts

also exist in various other departments and any special dispensation only in the case of the Directorate General of Mines Safety would be unjustified. Apart from the creation of a post of Senior Administrative Officer recommended in the preceding paragraph, these posts may be placed only in the appropriate replacement scales in terms of our general recommendations in regard to these posts in the subordinate offices.

Hindi Officers

74.29 As part of our effort to ensure uniformity in the service conditions of personnel involved in the implementation of the Official Language policy, we have separately recommended that posts of Hindi Officers may be placed in the replacement scale of pay corresponding to Rs.2500-4000. **This scale of pay may also be extended to the posts of Hindi Officers in the Directorate General, presently in the scale of pay of Rs.2000-3500.**

Legal Assistants

74.30 There are five posts of Legal Assistants in the Directorate General in the scale of pay of Rs.1400-2300. Having regard to the qualifications prescribed for recruitment to the post, the job content and the scale of pay applicable to the post in the Ministry of Law, **we recommend that the post may be placed in the replacement scale of pay corresponding to Rs.1640-2900. Besides, in consideration of the fact that the Legal Assistants are required to appear on behalf of the department and contest cases in courts of law, they may also be paid a Robe Allowance on the standard pattern.**

Library Staff

74.31 We have separately recommended the rationalisation of the scales of the common category of Library Staff. **These recommendations will also apply to the posts of Librarians and Library Attendant in the Directorate General.**

Risk Allowance

74.32 We have received a number of representations from the employees of the Directorate General that they should be paid a Risk Allowance as compensation for the arduous and responsible nature of their duties. **We are, however, not convinced of the necessity and justification for any additional compensation.**

INDUSTRIAL TRIBUNALS-CUM-LABOUR COURTS

Functions

74.33 Eleven Industrial Tribunals-cum-Labour Courts have been established under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in establishments in respect of which the Central Government is the appropriate authority.

Stenographic Posts

74.34 Posts of Secretary to these Tribunals-cum-Courts are presently in the scale of pay of Rs.1400-2300 and incumbents are also entitled to a special pay of Rs 80 per month. Besides, a post of Stenographer in the scale of pay of Rs 1400-2600 has also been provided in each of the Tribunals-cum-Courts. We are of the view that both these posts should be placed in identical scales of pay because of the similarities in their duties and responsibilities. **In terms of our general recommendations on the scales of pay of stenographic posts in the subordinate offices, we accordingly recommend that these two posts may be placed in the replacement scale of pay corresponding to Rs.1600-2660, and**

the special pay presently admissible for the post of Secretary to the Court be simultaneously withdrawn.

Other Posts

74.35 All posts in organisations under the Ministry other than those specifically discussed by us in this chapter are in standard scales of pay and they may be placed in the corresponding replacement scales of pay recommended by us.

75

Ministry of Law, Justice & Company Affairs

SECRETARIAT

Introduction

75.1 Ministry of Law, Justice and Company Affairs is responsible for giving legal advice to the central government, drafting of legislation, dealing with matters relating to Judges of the Supreme Court and High Courts and administration of various acts like Companies Act, Monopolies and Restrictive Trade Practices Act etc. The ministry consists of four departments namely, (i) the Department of Legal Affairs, (ii) the Legislative Department, (iii) the Department of Justice, and (iv) the Department of Company Affairs. The Ministry is the cadre controlling authority of the Indian Legal Service (ILS).

INDIAN LEGAL SERVICES (ILS)

Pay scales in ILS

75.2 Presently, four scales exist in the ILS : Rs.3000-4500 (Grade IV), Rs.3700-5000 (Grade III), Rs.4500-5700 (Grade II),and Rs.5900-6700 (Grade I). The total number of posts in these grades is 19 in Grade IV, 18 in Grade III, 15 in Grade II and 13 in Grade I. Apart from a degree in law, minimum experience prescribed for Grades I,II,III and IV is 16, 13, 10 and 7 years respectively.

Our recommendations

75.3 Members of ILS have demanded higher pay so as to bring their monthly pay packets at par with income of the officers of the State Judicial Services, Universities, Members of the Bar, etc.. We are unable to concede this demand as these officers join the service in a relatively higher scale vis-a-vis other executive services of the central government. **Accordingly we recommend only the replacement pay scales for different grades of the ILS. We further recommend that the ministry should examine the feasibility of recruiting people to this service through an open competitive examination conducted by the UPSC for which maximum age limit of around 35 years can be prescribed.**

Facility of Residential Library

75.4 We have received numerous demands from ILS officers seeking residential library facility as is available to Judges of the Supreme Court, High Courts, etc.. The nature of duties of the ILS officers requires them to work at home and consult various reference books, journals, etc. **Accordingly, we recommend that necessary steps for purchase of the required books by the office out of the funds available under 'office expenses' and making these available to the ILS officers for use at their residences may be initiated. It is clarified that these books will remain the property of the office and will have to be returned at the time when an officer relinquishes his charge.**

DEPARTMENT OF LEGAL AFFAIRS

Organisation

75.5 The Department of Legal Affairs has a two-tier organisational set-up having its Main Secretariat at New Delhi and Branch Secretariats at Mumbai, Calcutta, Chennai and Bangalore. Besides rendering advice to various Ministries and Departments of the Government of India on legal matters, the department attends to the litigation work of the central government in the higher courts, formulates treaties and agreements with foreign countries in matters of civil law and is also concerned with appointment of Law Officers, including the Attorney General of India, the Solicitor General of India and Additional Solicitors General of India. Various organisations like the Indian Legal Service Law Commission, Committee for implementing legal aid schemes, Foreign Exchange Regulation Appellate Board and Income Tax Appellate Tribunal function under the administrative control of this department. Total number of group A posts in the department is 215, there being 246 posts in group B, 346 posts in group C and 153 posts in group D.

Advocat Additional Government Advocate and Government Advocate

75.6 There are two posts of Additional Government Advocate and one post of Government Advocate in the respective pay scales of Rs.4100-5300 and Rs.4500-5700. These posts form successive rungs of the hiararchy. However, due to the proposed merger of the pay scale of Rs.4100-5300 with that of Rs.4500-5700, both the posts would carry the same pay scale which is not correct. **Accordingly we recommend that Additional Government Advocate in the Central Agency Section may be placed in the pay scale of Rs.4500-5700. Simultaneously the post of Government Advocates may be upgraded to the scale of Rs.5100-6150.**

75.7 Government Advocates have to appear in courts in the proper attire. However, no robe allowance is presently admissible to them. **Accordingly we recommend that robe allowance of Rs.3000 every five years and a dress maintenance allowance of Rs.1000 per annum may be granted to entire cadre of Government Advocates. Additionally they may also be given a Court Allowance at rates applicable to Prosecutors in CBI.**

Higher pay scales for specific posts in the subsidiary and supporting cadres

75.8 We observe that the present pay scales in the hierarchy of Senior Court Clerk to Superintendent Legal are not commensurate with the qualifications prescribed for these posts The present scales of many of the above mentioned posts are low and we, **accordingly, recommend upgradation of the posts of Senior court Clerk, Litigation Assistant, Assistant Legal and Superintendent Legal from the present pay scales of Rs.1200-2040, Rs.1400-2300, Rs.1640-2900, and Rs.2375-3500 to the respective pay scales of Rs.1320-2040;**

Rs.1600-2660; Rs.2000-3500 and Rs.2500-4000. Simultaneously Senior Court Clerk may be redesignated as Senior Court Clerk Grade II, Litigation Assistant as Senior Court Clerk Grade I, Assistant Legal as Law Officer, Grade II and Superintendent Legal as Law Officer, Grade I. Under this structure, Sr. Court Clerks, Grade I, with a minimum service of 5 years in the grade would be eligible for promotion as Law Officer, Grade II who would then be eligible for promotion as Law Officers, Grade I after rendering 3 years of service in the scale of Rs.2000-3500. Law Officer, Grade I would be eligible for promotion to Grade IV of the ILS after rendering a minimum service of 4 years in the scale of Rs.2500-4000.

Excadre Posts of Accountant

75.9 There are 6 ex-cadre posts of Accountants in the pay scale of Rs.1640-2900. These posts are filled solely on deputation. Apart from others, Assistants (CSS) with 5 years in the grade and trained in cash and accounts are eligible for this deputation. While at the time of framing of the recruitment rules, the Assistants of CSS were in a lower pay scale, their pay scale has now been raised at par with this post. Model Recruitment Rules framed by DOP&T do not provide for any length of service in the grade in case the post on deputation is filled by a person holding an analogous post. **Accordingly, we recommend that the ex cadre posts of Accountant in the department of Legal Affairs carrying pay scale of Rs.1640-2900 should be included in the Central Secretariat Service to be filled from amongst Assistants with relevant experience.**

INCOME TAX APPELLATE TRIBUNAL

Pay scales of President, Vice President and Members of ITAT

75.10 Presently, pay scale of President/Senior Vice President of ITAT is Rs.8000 , of Vice President Rs.7600 and of Members Rs.7300-7600. On the other hand the Chairman of CAT has a pay scale of Rs.9000, Vice Chairman Rs.8000 and Members Rs.7300-8000. We have received demands that pay scales of similarly placed posts in CAT and ITAT should be identical. We are, however, of the opinion that the existing differences in the pay scales are justified as the status of these two tribunals is not equal. Orders of ITAT are subject to reference to the High Court under Section 256 of the Income Tax Act and a further reference to the Supreme Court under section 261 of the same Act. On the other hand, orders of the CAT can be appealed against only before the Supreme Court. Moreover, the qualifications prescribed for these posts in the two tribunals are not comparable. **In the circumstances, we feel inclined not to draw any comparison between the similarly placed posts in ITAT and CAT. However with the merger of the scale of Rs.7600 fixed and Rs.7600-8000, the Vice President of ITAT will automatically be placed in the scale of Rs.7600-8000. Simultaneously, the pay scales of Members may be revised to Rs.7300-7600. We also recommend that ITAT, which deals only with matters related to direct taxes, should be transferred to the Ministry of Finance as is the case with other finance-related tribunals.**

Library Facility for Members of ITAT

75.11 We are aware of the fact that in hearing appeals, Members of ITAT have to possess not only a thorough knowledge of the Income Tax Act but also be completely familiar with the Civil Procedure Code, Cr PC, etc. They have to keep abreast of the latest judgements in taxation law all over the world. Their work being of a judicial nature, they have to deliberate on cases even at their residence. **We, accordingly, recommend that residential library facility should be**

provided for Chairman and Members of ITAT. For this purpose, such journals, magazines, books, etc. as are necessary should be purchased by the office out of the funds provided under "Office Expenses" and made available to the Members and higher functionaries of ITAT for use at their residences. These books, journals etc. will remain the property of the government and will have to be returned at the time of relinquishment of charge.

Stenographic Assistance for Members of ITAT

75.12 Presently, each of the Members of ITAT is expected to complete 75 appeals per month. They are provided with one Senior Personal Assistant. The workload is rather difficult to handle with the help of only one Senior Personal Assistant. Additional Secretaries who are in an identical pay scale as that of Members are entitled to one PS and one PA. **Accordingly, we recommend that Members of Tribunals should be provided with stenographic assistance as is admissible to Additional Secretaries. This scale of assistance will however, be limited for the year of implementation of the Commission's award and thereafter the scale would be as assessed by the SIU.**

LAW COMMISSION

Merger of Group 'A' posts of Law Commission with ILS

75.13 There are 11 Group 'A' posts, 4 group 'B' posts, 6 group 'C' posts and 32 group 'D' posts in the Law Commission. The group A posts comprise of 5 posts of Assistant Law Officer in the pay scale of Rs.3000-4500, 3 posts of Deputy Law Officer in the pay scale of Rs.3700-5000, 2 posts of Additional Law Officer in the pay scale of Rs.4500-5700 and 1 post of Joint Secretary-cum-Law Officer carrying the scale of Rs.5900-6700. The minimum qualifications prescribed for comparable posts in the ILS and Law Commission are similar. Even the functions of these two services, though not identical, are comparable. **Accordingly, we recommend that the Ministry of Law may look into the feasibility of merging the cadre of Law Officers of the Law Commission in the pay scales of Rs.3000-4500 and above with the ILS.**

LEGISLATIVE DEPARTMENT

Functions and Organisation

75.14 The Legislative Department mainly deals with the work of drafting Government Bills and Subordinate Legislation sponsored by various Central Ministries. It also bears administrative responsibility for the Election Commission and for work connected with elections to Parliament and the State Legislatures and to the Offices of the President and the Vice President. The Official Language Wing and Vidhi Sahitya Prakashan function under the control of this Department. Total number of posts in this department is 525, out of which 70 posts are in group 'A', 100 posts in group 'B', 249 posts in group 'C', and 106 posts in group 'D'. The Official Languages Wing of the Legislative Department is concerned with the overall aspects of work relating to Official Languages in the field of law. The Journal Wing, presently named as Vidhi Sahitya Prakashan, is entrusted with the promotion of the use of Hindi language in the field of law.

Bilingual Stenographers in the Official Language Wing

75.15 There are 35 posts of Bilingual Stenographers in the Official Language Wing of the Legislative Department. We have received demands that in order to ease the problem of stagnation in this cadre, all its posts should be merged in CSSS. We, however, note that certain differences in the method of recruitment

and classification exist between Bilingual Stenographers and Stenographers Grade 'C' of CSSS. It may not, therefore, be possible to merge their cadre in the CSSS. In so far as the problem of stagnation is concerned,the general recommendations of the Commission on Assured Career Progression will ease stagnation in the grade of Bilingual Stenographers. **Accordingly, we recommend that under ACP the scales of Rs. 2000-3500 and Rs. 2500-4000 may be granted to Bilingual Stenographers. Presently, Bilingual Stenographers are eligible for proficiency allowance of Rs.50 per month for proficiency in every additional language. The amount of this allowance has not been changed since 1986. We, accordingly, recommend that the amount of proficiency allowance may be raised to Rs.100 per month.**

Pay scale of Assistant (Technical)

75.16 . In the Official Language Wing, the post of Superintendent (Technical) is in the pay scale of Rs.2375-3500 whereas its feeder post of Assistant (Technical) carries the pay scale of Rs.1400-2600. Thus, a huge gap exists between the scales of pay of these two posts. The qualifications prescribed for the post of Assistant (Technical) are on par with Translators who are already in the pay scale of Rs.1600-2660. **Accordingly, we recommend the scale of Rs.1600-2660 for the post of Assistant (Technical).**

Upgradation of the post of Sub Editors

75.17 . Presently, 12 posts of Sub Editors exists in Vidhi Sahitya Prakashan in the pay scale of Rs.2000-3500. **We recommend that 6 of these posts may be upgraded as Senior Sub Editors in the scale of Rs.2500-4000. Sub Editors, with 4 years service in the grade shall be promoted as Senior Sub Editors, and thereafter as Assistant Editors in the scale of Rs.3000-4500 after having put in another 4 years as Senior Sub Editors.** Presently, in Vidhi Sahitya Prakashan, there are post of Sales Assistant and Business Executive in the respective scales of Rs.1400-2300 and Rs.1600-2660. The post of Business Executive is a promotion post for Sales Assistant. We observe that the duties of Sales Assistants are similar to those of Head Clerks. **Accordingly, we recommend that Sales Assistants may be redesignated as Head Clerks and placed in the scale of Rs.1600-2660. Simultaneously, the post of Business Executives may be upgraded to the scale of Rs.1640-2900.**

DEPARTMENT OF JUSTICE

75.18 The Department of Justice is administratively concerned with the Supreme Court of India and different High Courts and looks after all matters relating to the appointment of judges of both these courts as well as with the transfers of Judges of different High Courts. All the posts in this department are in standard scales of pay to which appropriate replacement pay scales recommended by us shall apply.

DEPARTMENT OF COMPANY AFFAIRS

Introduction

75.19 The Department of Company Affairs deals with matters relating to administration of the Companies Act, Monopolies and Restrictive Trade Practices Act, Chartered Accountants Act, Cost and Work Accountants Act, Company Secretaries Act and is also responsible for discharging the functions of the Central Government relating to the Partnership Act. The Monopolies and Restrictive

Trade Practices Commission functions under the administrative control of this Department. The total number of posts in this department is 1786, out of which 193 posts are in group 'A'; 160 posts in group 'B'; 1121 posts in group 'C'; and 312 posts in group 'D'.

Central Company Law Service

75.20 The cadre of Central Company Law Service comprises 192 posts, out of which 88 posts are in the scale of Rs.2200-4000, 60 in the scale of Rs.3000-4500; 23 in Rs.3700-5000; 15 in Rs.4500-5700 and the remaining 6 carry the scale of Rs.5900-6700. Recruitment to Grade IV is made by direct recruitment through the UPSC as well as by promotion of Company Prosecutors Grade II/Senior Technical Assistants/Superintendent-cum-Accountant/Investigating officers with 5 years' service in the grade. We have received demands to upgrade the entry grade of the Central Company Law Service to the scale of Rs.3000-4500 to bring it at par with the entry grade of Indian Legal Service. However, we observe that for entry grade in CCLS on legal side, Attorney/Degree in Law with about 3 years' experience is an essential qualification, whereas for the ILS, it is a Degree in Law with 7 years' experience or Master's Degree in Law with 5 years' experience. Further, for induction in the CCLS by promotion, 5 years' service in the scale of Rs.1640-2900 is prescribed whereas in the case of ILS it is 7 years' service in the scale of Rs.2375-3500. **Thus parity at entry level of Grade IV of CCLS with the ILS can not be recommended.** Presently in CCLS, higher level posts including those in grade III and I, apart from promotion, are also filled by direct recruitment of personnel from outside the organisation. It has been demanded that direct recruitment should only be limited to the grade IV level and all higher grades should be filled by promotion of incumbents in grade IV. **We, however, find ourselves unable to accept this demand as lateral entry at higher grades results in induction of experienced people at higher levels and deserves to be continued.** No other changes in the cadre structure are proposed, the last cadre review having been carried out during 1995.

Upgradation of the pay scale of Joint Director (Legal) in DGIR

75.21 The post of Joint Director (Legal) in the Directorate General of Investigation and Registration (DGIR) is presently in the pay scale of Rs.3000-5000. We note that the minimum qualifications and duties prescribed for this post are comparable with those prescribed for Joint Director General or Joint Director (MRTPC) who are already in the pay scale of Rs.3700-5000. **Accordingly, we recommend that the post of Joint Director (Legal) in the Department of Company Affairs may be upgraded to the scale of Rs.3700-5000.**

Junior Technical Assistant

75.22 Presently, a Junior Technical Assistant (JTA) in the Legislative Department is in the scale of Rs.1400-2300. We are of the opinion that on account of the minimum qualifications prescribed and duties attached, the post deserves a higher scale. **Accordingly, we recommend the pay scale of Rs.1600-2660 for this post.**

Statistical Assistant

75.23 There are 17 posts of Statistical Assistants in the pay scale of Rs.1400-2300. Minimum qualifications prescribed for direct recruitment to this post include graduation in maths/economics/statistics. Elsewhere in the report, we have recommended the pay scale of Rs.1600-2660 for all graduate Statistical Assistants. **Accordingly, we recommend that the Statistical Assistants of the Department of Company Affairs may be upgraded to the scale of Rs.1600-2660.**

Company Prosecutor

75.24 Posts of Company Prosecutor, Grade III and Company Prosecutor, Grade II are presently in the respective pay scales of Rs.1400-2300 and Rs.1640-2900. The minimum qualification prescribed for Company Prosecutor, grade III is a degree in Law along with two years' experience as an advocate. Incumbents of this post with 5 years' regular service in the grade are eligible for promotion to the post of Company Prosecutor, Grade II. We are of the opinion that in view of the minimum qualifications prescribed, the post of Company, Prosecutor Grade III, deserves a higher pay scale. **Accordingly, we recommend that the post of Company Prosecutor, grade III should be upgraded to the scale of Rs.1640-2900. Simultaneously, the scale of Rs.2000-3500 may be extended to Company Prosecutors, grade II. All Company Prosecutors and Central Company Law Service Officers who have to appear before Courts in Robe, may be granted Robe Allowance and Dress Maintenance Allowance at rates comparable with those of Prosecutors in CBI.**

COMPANY LAW BOARD

Pay scales of Chairman and Members

75.25 Company Law Board (CLB) is a quasi judicial body exercising various functions under the Companies Act, 1956 which were earlier being exercised by the Courts or the central government. Besides the Principal Bench at New Delhi, the CLB has regional benches at Mumbai, Calcutta, Chennai and New Delhi. It has been brought to our notice that unlike the posts of Member in other Tribunals like Income Tax Appellate Tribunal, Central Excise and Gold (Control) Appellate Tribunal (CEGAT) etc. which are in the pay scale of Rs.7300-7600, Members of Company Law Board are being placed in the scale of Rs.5900-6700, even though the post of Chairmen in all these three bodies has been accorded the scale of Rs.8000 (fixed). We observe that the present disparity between the scales of pay of Members of the Company Law Board and those of other tribunals like ITAT is primarily attributable to the fact that, whereas officials who have served for at least three years in the Senior Administrative Grade alone are eligible to be appointed as Members of ITAT and other such tribunals, the recruitment rules of the Company Law Board provide for appointment of officers of the Company Law Service in the lower scale of pay of Rs.4500-5700 as Members of the Board. This was being done because until recently, the scale of Rs.4500-5700 was the highest pay scale available to officers of the Company Law Service, who were normally appointed as Members of the Company Law Board. Following a cadre review, the Central Company Law Service now has six posts in Senior Administrative Grade (Rs.5900-6700). There is, therefore, no justification prima facie for the continued appointment of officers presently in the scale of Rs.4500-5700 as Members of Company Law Board **Subject to the amendment of the recruitment rules to provide for the appointment of only those in the Senior Administrative Grade and above as Members, we recommend the upgradation of the posts of Members to the scale of Rs.7300-7600. As a general dispensation, posts presently entitled to a fixed pay of Rs.7600 are proposed to be placed instead in the scale of Rs.7600-8000, and we recommend that this scale may be extended to the Vice-Chairman of the Board.** It would, however, be necessary to ensure that those who have been appointed as Members only from the lower scale of Rs.4500-5700 prior to the proposed amendment to the recruitment rules and have not spent any length of time in the scale of Rs 5900-6700 are not straightaway placed in the scale of Rs 7300-7600. **Accordingly, we further recommend that the revised replacement scale corresponding to the scale of**

Rs.7300-7600 may be extended to only such of the Members who have spent not less than five years in the scale of Rs.5900-6700.

75.26 Other posts in this Ministry have standard designations and scales of pay. Thus the corresponding replacement pay scales will apply to them.

76

Ministry of Mines

GENERAL INTRODUCTION AND HISTORICAL BACKGROUND

Background

76.1 The Ministry of Mines is responsible for survey and exploration of all minerals, other than natural gas, petroleum and atomic minerals, for mining and metallurgy of non-ferrous metals like aluminium, copper, zinc, lead, gold, nickel, etc. and for administration of Mines and Minerals (Regulation and Development) Act, 1957, as amended from time to time, in respect of all minerals other than coal, natural gas, petroleum and atomic minerals.

Organisational set-up

76.2 Headed by a Secretary, in the pay scale of Rs.8000 (fixed), the Secretariat of the Ministry presently comprises 276 posts spread over the various organised services, Secretariat staff, common categories and scientific and technical personnel. For personnel in the Secretariat - 51 in Group D, 125 in Group C, 73 in Group B, and 29 in Group A - our recommendations on pay-scales have been made in the relevant chapter. In the execution of its policies and programmes in the field, the Ministry is assisted by three subordinate offices:-

i) The Geological Survey of India which executes regional mineral exploration, geological mapping, surveys on land, sea and airborne surveys as priority assignments.

ii The Indian Bureau of Mines which is engaged in promotion, conservation and development of mineral resources of the country.

iii) The Controller of Mining Leases which is concerned with work relating to modification of all such mining leases which have been granted before 1972.

Public Sector Units

76.3 The Ministry is supported in its activities by 7 Public Sector Undertakings. The National Aluminium Co. Ltd. implements the Bauxite-Alumina-Aluminium project in Orissa, while the Bharat Aluminium Co runs the complex at Korba, Madhya Pradesh. Hindustan Zinc Ltd took over from

the erstwhile Metal Corporation of India to own, manage and develop smelting capacities for the strategic zinc and lead metals in the country. Hindustan Copper Ltd. is the sole indigenous producer of primary copper in the country. The Kolar gold fields in Karnataka are owned and managed by the Bharat Gold Mines Ltd., and the Sikkim Mining Corporation produces polymetallic ore treated in the concentrator plant producing copper, lead and zinc concentrates. The Mineral Exploration Corporation Ltd. is responsible for detailed exploration, exploratory mining and proving reserves for their eventual exploitation.

GEOLOGICAL SURVEY OF INDIA

Objectives, Role & Activities

76.4 The Geological Survey of India (GSI) was established in 1851, with the primary objective of finding deposits of coal in the country for railways and for the running of steam propelled barges in India. Since its inception, it has been rendering services for locating and harnessing the natural resources, management of risks due to natural hazards such as landslides, earthquakes, floods, defining and delineating areas prone to environmental degradation and to meet the information requirements in diverse fields of earth sciences, natural resource base and developmental missions. With the signing of the Law of Sea Conventions, GSI is now engaged beyond shorelines of the country to include mapping and inventory of resources in the Exclusive Economic Zone (EEZ). GSI is also actively participating in geoscientific expeditions and studies in the Antarctica.

Organisational setup

76.5 A subordinate office of the Ministry of Mines, the GSI is headed by a Director General in the scale of pay of Rs.8000 (fixed). It has its headquarters at Calcutta. It has six Regional Offices each headed by a Senior Deputy Director General (Rs.7300-7600) or a Deputy Director General (Rs.5900-6700). It also has four specialised wings, two at Calcutta and one each at Bangalore and Hyderabad, and a total staff strength of 17,216 manning its various units - 3,826 in Group D, 10,241 in Group C, 783 in Group B, and 2,366 in Group A - distributed over Scientific, Technical, Administration & Auxiliary streams, as shown in Annexe76.1.

Distribution of establishment

76.6 We have made recommendations for the office support and auxiliary staff in the concerned chapters. The scientific & technical strength of the organisation comprises 3499 personnel at Group C level, and 577 at the Group B level. Of the total Group A strength of 2366, only 4 are encadred in the organised services - the Medical Officer (Rs.3000-4500) in the Central Health Service, the Director (Personnel) (Rs.3700-5000) is filled through the Central Staffing scheme, and the Deputy Director General (Finance)(Rs.5900-6700) and Director (F&A) are from the organised Group A Accounts Services. All the other posts are manned by the GSI.

Demands in Memoranda

76.7 A number of demands have been made by the GSI Officers and staff in memoranda which include upgrading the status of the Organisation to that of a full-fledged Department, upgrading various posts at different levels, particularly in view of the limited career prospects in the organisation, as well as constituting an organised service of Geological scientists. A 10% economy cut across the board in the establishment has resulted in a reduction of posts at the SAG level by 18. The GSI officers have contended that only 6 posts should have been reduced as 60 posts existed at the time of the organisation's second cadre

review. Restoration of the excess cut has been demanded, along with creation of a Junior Time Scale (JTS) (Rs.2200-4000) level in the Administrative and Materials Management streams, where officers move directly from Group B to the Senior Time Scale (STS) (Rs.3000-4500). Because of very few posts at the higher level, a lot of stagnation is stated to be taking place. The administrative Ministry had agreed to create 59 posts in the Materials Management stream in 1987 in order to meet the additional workload of scientific and technical stores. The non-release of these posts has created difficulties in the materials management function, which have been sought to be alleviated by releasing these posts. Certain anomalies have been cited in the pay-scales of Technical Operators, who, while being classified as Group C, have been offered Group D pay-scales of Rs.800-1150. The different associations of the organisation have also demanded enhancement of the existing Field Preparatory and Establishment Allowances and introduction of new allowances for field duty in remote areas, special medical facilities for field parties and flight and high sea allowances for the officers of the Airborne and Marine Geology Wings, respectively, along with Insurance cover for air survey work.

Status of GSI

76.8 . In the matter of upgrading the status of the GSI, the 4th CPC had observed that this was outside its purview. The Ministry has set-up a Board of Management with Secretary/Additional Secretary (Mines), as Chairman, and the Director General, GSI, geoscientific experts and others as members, which looks after the broader policy issues in matters of administration and operations. During oral discussions, the Secretary (Mines) stated that as a subordinate office, the GSI has been delegated adequate financial and administrative powers. Further delegation could also be considered if there was need. We have considered the issue and feel that the present status is appropriate for the GSI to enable it to remain an executive arm of the Ministry. Delegation of further powers should be considered by the Ministry on the basis of separate proposals in each functional area. The Board of Management may be wound up by delegating its powers to the Director General, GSI.

Scientific & Technical streams

76.9 As indicated in Annexe I, the scientific and technical officers are organised into 7 streams - Geology, Geophysics (Exploration), Geophysics (Instrumentation), Mineral Physics, Geo-chemistry and Drilling and Mechanical Engineering. Geophysics (Instrumentation) and Mineral Physics have small strengths compared to the other streams. While all the streams enter at JTS with 50% direct recruitment, there is some element (25%) of direct recruitment at STS level in Geophysics (Exploration), Geochemistry, Mineral Physics and Geophysics (Instrumentation). Each stream has its own career plan upto the SAG level, where all the streams merge into a common seniority for further advancement to HAG. This results in extreme stagnation and compartmentalisation on the one hand and disproportionate career advancement on the other, even within individual streams. The administrative Ministry itself has been extremely concerned with the problem of attracting and retaining fresh Geo-scientists by offering good career progression. It has stressed the need to introduce Flexible Complementing Scheme, as a way out. The Director General, GSI, has also suggested the need for re-organisation to give a scientific thrust and orientation to the work of GSI personnel. He also pointed out that at the time of the second cadre review, the Department of Personnel and Training suggested merger of some of the scientific and technical streams. We recommend that Mineral Physics and Geophysics (Instrumentation) may be merged with Geophysics (Exploration) to form a single stream of Geophysics. A Central Geoscientific Service may then be constituted comprising Geology, Geophysics and

Geochemistry. As regards the Drilling and Mechanical Engineering streams they may be merged at the JTS level. Recruitment to the service should be through a competitive examination for entry into service through the UPSC. Direct recruitment above the JTS level may be abolished. The service may provide for 50% recruitment by promotion to JTS.

SAG posts

76.10 On the question of upgrading the SAG/HAG level posts on functional requirements, the 4th CPC recommended upgradation of three SAG level posts (Rs.5900-6700) to HAG (Rs.7300-7600), as "floating" for all the streams. This implies that an officer is promoted to the level of Sr. Deputy Director General (HAG) by the upgradation of his own post. As and when the HAG post is vacated it reverts to the same discipline to which the officer belonged. The administrative Ministry has suggested that HAG posts for Geology may be increased in the same ratio as SAG bears to JAG. It has also proposed that each operational group be headed by a Senior DDG, a HAG level officer, and a post each for the streams of Geo-physics, Mineral Physics, Drilling and Geo-chemistry, thus resulting in 8 HAG and 54 SAG posts and restricting the effect of the economy cut to 10% as an overall measure. We have considered the suggestions of the Ministry. We do agree that apart from the Headquarters, each region requires at least one SAG level officer in each of the streams of Geophysics and Geochemistry, and 3-4 SAG level officers in the Geology stream, to look after state-based and specialised activities like Engineering Geology, Glaciology, Siesmotectonics and other natural hazards. With drilling activity now being concentrated mainly in the coal sector, and to a lesser extent in the metal/non-metal sector, three SAG level posts in the engineering stream would be sufficient to supervise these activities. We recommend that 12 posts at SAG level may be restored, raising the strength from 42 to 54. While restoring the posts at this level, the overall cut of 10% should apply uniformly across all the streams and levels. The 54 posts will thus be distributed across the different streams as follows:-

Geology		37
Geophysics (Exploration)	}	
Geophysics (Instrumentation)	}	7
Mineral Physics	}	
Geochemistry		7
Engineering (Drilling/Mechanical)		3

HAG posts

76.11 The present administrative practice in a region is to appoint the seniormost SAG officer to discharge the administrative duties of Head of Department, overview the scientific and technical work, and also function as nodal officer for programme formulation in the region, while the other SAG officers look after implementation. Functionally, it is essential to have some difference between the Head of the Region and heads of units operating within the region for purposes of efficiency and clear identification of roles. We are also of the opinion that the regions should be headed by a HAG level officer, as more than one SAG level officer is posted in a region. While the GSI itself stresses that 12 posts would be absolutely essential, the Ministry has suggested 8 posts at HAG level, against the existing 3. Of the 54 posts we have suggested at the SAG level above, we recommend that a total of 9 posts may be placed at HAG level (Rs.7300-7600) on a floating basis and redesignated as Additional Directors General - 2 in the DG's office (Central Headquarters), 1 in each of the 6 Regional offices Head Quarters and 1 in Coal. The seniormost SAG level officer of any

scientific or technical stream, based on common seniority shall be placed in HAG, and on vacation, the post shall revert to the stream from where the promotion was made.

Administrative stream

76.12 The administrative stream headed by a Deputy Director General (Personnel) in the scale of Rs.5900-6700, has no JTS officers in the pay-scale of Rs.2200-4000, and Group B officers, totalling 115, are promoted directly to 13 STS posts in the pay-scale of Rs.3000-4500. Introduction of a Junior Time Scale has been demanded to smoothen career progression, which is stated to be blocked not only by numbers but also by Direct Recruitment in Senior Time Scale. Besides, the Director (Personnel) (Rs.3700-5000) is an ex-cadre post, filled by deputation, apart from a single post of Director (Administration), filled by promotion. Demands have been made to encadre the single ex-cadre post of Director (Personnel), as well as open the administration stream to the other scientific and technical streams. The Regional set up of the GSI is expected to exist even after re-organisation on the proposed lines. There are 6 regional offices and 7 posts of Regional Administrative Officers (RAO) (Rs.3700-5000), 13 posts of Senior Administrative Officers (SAO) (Rs.3000-4500), and 115 Administrative Officers (Rs.2000-3500). We recommend that 28 posts of Administrative Officers may be upgraded, and one post each of RAO and SAO may be downgraded (after vacation by the present incumbents) to create a Junior Time Scale of Rs.2200-4000 with 30 posts. The post of Director (Personnel) may be encadred and filled by promotion. The structure of the administrative stream will thus appear as in Annexe II.

Materials Management stream

76.13 JTS posts have also been sought to be created in the Materials Management stream, which is headed by the Chief Controller of Stores (Rs.4500-5700), filled entirely by promotion from among the stores cadre. In this stream too, Stores Officers in the scale of Rs.2000-3500 are directly promoted to the posts of Deputy Controller of Stores in the scale of Rs.3000-4500. Besides, after a series of deliberations between the GSI and the Ministry, the latter agreed for the creation of 59 posts in the first phase during the seventh plan to meet the additional workload. These posts have, however, not been created so far by the Ministry, with the result that the Materials Management Division is facing serious difficulties in day to day functioning. Keeping in mind the need for a JTS level, the difficulties in daily work and also in order to maintain comparable cadre ratio with the other streams in GSI, we recommend that the Ministry release the agreed 59 posts of the first phase, with the modified distribution as in Annexe 76.3

Other S&T Staff

76.14 The scientific and technical staff have also asked for upgradation at the levels of Technical Operators, Junior Technical Assistants, Senior Technical Assistants, etc. at the Group B and C levels. At the top of this hierarchy at Group B level are the Assistant Geologists/ Geophysicists/ Geochemists, etc. in the scale of Rs.2000-3500, which are promotion posts for Senior Technical Assistants (STAs) (Rs.1640-2900). The STAs in the scientific and technical streams, totalling 718, are recruited directly with a Master's degree in the respective fields. There are 169 STAs in the Drilling/Engineering stream who require at least a 3-year diploma in Mining Engineering. Since the minimum qualification of the bulk of the STAs for direct recruitment is a post-graduation, we recommend that these Senior Technical Assistants may be upgraded to Rs.2000-3500 and redesignated as Assistant Geologists/Geophysicists/Geochemists, etc Grade II. The existing Assistant Geologists/Geophysicists/Geochemists, etc will be upgraded to the scale of Rs.2500-4000, and redesignated as Assistant

Geologists/Geophysicists/Geochemists, etc. Grade I. Junior Technical Assistants (JTAs) (Rs.1400-2300) which are the feeder grade for the STAs, require minimum qualification of graduation in the respective fields for direct recruitment. They may be upgraded to the scale of Rs.1600-2660, and filled 50% by promotion, and 50% by direct recruitment. Promotions may also prescribe possession of qualifications laid down for direct recruitment. Technical Operators in the scale of pay of Rs.800-1150, have been classified as Group C. They are recruited directly from the open market to the extent of 50% with qualifications of Matric with science and a year's experience of scientific laboratory work. Between the level of JTAs and Technical Operators are Laboratory Assistants in the scale of Rs.1200-2040, and in the case of Geochemistry, also in the scale of Rs.1320-2040. We recommend that Technical Operators may be placed in the scale of Rs.950-1500 at entry and redesignated as Laboratory Assistants III. Consequently, the existing posts of Laboratory Assistants may be placed 50% in the scale of Rs.1320-2040 and redesignated as Laboratory Assistants II, and 50% with the designation of Laboratory Assistant I in the scale of Rs.1400-2300.

Non-secretariat office personnel

76.15 Superintendents in GSI in the scale of Rs.1600-2660 have also demanded upgradation to the level of Rs.1640-2900 as is the case with many counterparts in other field organisations. In accordance with general proposals on non-secretariat office staff we recommend that Superintendents may be upgraded to Rs.1640-2900 and Assistants to the scale of pay of Rs.1600-2660.

Field survey allowances

76.16 Geological survey in the field is carried out by field parties who camp at the sites for the entire survey period, often exceeding 90 days. Members are paid a Field Establishment allowance (FEA) at the rate of Rs.135 per month for maintaining a second establishment in the remote, uninhabited locations of survey work for considerable durations during a year, and also a Field Preparatory allowance (FPA) for purchase of essential items in preparation for the field season at the rate of Rs.135 for the entire season. These allowances were fixed in May, 1980, and in the absence of any specific recommendations of the 4th CPC to that effect, were never revised. The administrative Ministry has suggested grant of the FEA at the rate of 10% of basic pay to officers proceeding for field work on tour for more than 15 days and at the rate of 5% for tours of less than 15 days, in addition to normal DA. There is justification in the demand as the rates are low compared to the present price indices. We recommend that the Field Establishment allowance may be enhanced to Rs.300 per month to each field going staff provided each spell of field duty is not less than 90 days. This will be in addition to the payment of normal DA. As regards the FPA, essential materials required for camping should be provided by the GSI. Rs.300 should be paid as FPA in addition, for the season.

Medical facilities for field parties

76.17 The field parties also face difficulties in the matter of medical facilities as neither CGHS nor State Government facilities are available at field locations. The administrative Ministry has suggested that members of such field operation parties should be free to consult the nearest available doctor and specialist on full reimbursement. Grant of medical allowance for outpatient treatment recommended elsewhere will partly meet such requirements. However, we also recommend that the Leaders of the field operation parties may be empowered for appointing Authorised Medical Attendants, in the field areas.

Special flight allowance

76.18 The scientific officers of the Airborne Mineral Survey & Exploration (AMSE) wing have demanded special flight allowance, on the analogy of a similar allowance being drawn by their counterparts in the Atomic Minerals Division (AMD) of the Department of Atomic Energy. The AMD scientists are paid flying incentive @ Rs.15 per hour subject to a maximum of Rs 50 per day and Rs.400 per month, which is treated as taxable income. The GSI aircraft average about 100 hours of flying time in survey work spread over four months in a year. In view of the similarity of the duties performed and amount of risk involved, we recommend that GSI AMSE wing scientists may be paid special flight allowance at the following rates, which will also apply to the AMD personnel:-

CATEGORIES	RATE PER HR.	RATE PER DAY	MAX. PER MONTH
Auxiliary	Rs.15	Rs. 45	Rs. 450
Supervisory &Support	Rs.25	Rs. 75	Rs. 750
Executives	Rs.35	Rs.105	Rs.1050

On-board allowance for Marine surveys

76.19 GSI has a sea going vessel 88 metres in size and two coastal launches of 35 metres, for carrying out the survey work on the high seas upto the end of the EEZ. Scientific officers work along with the crew, which is drawn from the Shipping Corporation of India (SCI). The scientific officers have demanded a special on-board allowance as is being paid to their SCI counterparts at the rate of 100% of their basic pay. Presently the scientific officers on marine survey are being paid 25% of normal DA on tour, in view of the free lodging facilities in the vessels. The administrative Ministry has already offered certain rates for such an allowance, based on basic pay and subject to the condition that no DA will be allowed to the officers. The offer has not found favour with the officers. In a similar situation, the scientific officers of the Fisheries Survey of India are already in receipt of a High Sea allowance at varying rates in addition to half the normal DA rates while on cruise at the high seas. We have made recommendations for rationalisation of similar sea allowances, admissible to other personnel, elsewhere in this report. In accordance with those recommendations, we recommend that scientific officers of the GSI may also be paid full Daily Allowance, at normal rates applicable for tour, while on the high seas on marine survey work. If free food is provided on board, normal deducations will apply.

INDIAN BUREA OF MINES

Objectives, Role & Activities

76.20 The Indian Bureau of Mines (IBM) is the national organisation engaged in promotion, conservation and scientific development of mineral resources of the country other than coal, petroleum and natural gas, atomic minerals and minor minerals It is a subordinate office of the Ministry of Mines, enforcing the Mines and Minerals (Regulation and Development) Act, Mineral Concession, Conservation and Development Rules, and provisions of the Environment Protection Act. It is also engaged in scientific and techno-economic

research studies in various aspects such as geology, mining, ore beneficiation and environment. In addition, the IBM also provides technical consultancy services to the mining industry for geological appraisal of mineral resources, mineral maps and countrywide inventory of mineral resources, acting as a data bank of mines and minerals.

Organisational setup and distribution of establishment

76.21 The organisation, with headquarters at Nagpur, is headed by a Controller General of Mines in the scale of pay of Rs.7300-7600, and has 3 zonal offices, 12 regional offices and 3 ore-dressing laboratories. With a total strength of 1915 personnel, organised into 6 functional Divisions, there are 337 officers in Group A and 286 in Group B. Besides, Group C & D comprise 812 and 490 staff, respectively. Other than the Mining Engineering stream, from where the Controller General, Chief Controller and Controller of Mines are drawn, the other functional streams comprise officers in the Minining Geology, Mineral Economics, Ore dressing, Chemistry and Publication streams.

Demands in Memoranda

76.22 Officers in the different scientific streams have pointed out that the incumbents in the Mining Engineering stream skip the Senior Time Scale and go directly from the level of Assistant Controller of Mines (Rs.2200-4000) to the level of Deputy Controller of Mines (Rs.3700-5000), while all other streams pass through the STS, putting the latter to a disadvantage. The Superintending Chemist and Chief Editor have also sought upgradation as there are no further posts or promotion avenues in their respective streams. The scientific and technical Group B and C posts of mechanical and electrical streams of the Ore-dressing Division have been sought to be merged, along with removal of disparities between the scales of pay of Senior Technical Assistants of the GSI and IBM.

Mining Engineering Stream

76.23 As regards skipping of the STS level for mining Engineers, the administrative Ministry feels that it is essential so that this stream is able to attract and retain the right kind of scientific talent. An anomalies committee that went into the need to do away with the STS in the Mining Engineering stream, did not see any anomaly in this. We are of the opinion that skipping of the STS level to make the stream more attractive, is not justified. Moreover, there are only 27 posts at JTS feeding 37 posts at the next higher level of JAG. The fact that only mining engineers reach the top positions should be an attractive proposition careerwise. We recommend that 19 posts of the mining engineering stream may be placed at the Senior Time Scale level, leaving only 18 in the Junior Administrative Grade. This will also smoothen out career progression relative to other streams. Additionally, consequent on the rationalisation of the pay scale of Rs 4100-5300, the posts in this pay scale will be placed in the scale of Rs.4500-5700. We recommend that posts presently in the scale of Rs.4500-5700 may be upgraded to Rs.5100-6150.

Other Group A posts

76.24 The Superintending Chemist and the Chief Editor, in the scale of pay of Rs.3700-5000, are the highest posts in their respective streams. They have sought upgradation to bring parity in the pay-scales of the heads of the different streams. All the other streams provide for promotional avenues at least upto the level of Rs 4100-5300. The rationalisation of this level to Rs.4500-5700 will further aggravate the difference. For the Chemistry stream, we recommend that the Superintending Chemist may be upgraded to the level of Rs.4500-5700 and redesignated as Chief Chemist. Consequently, one post of Senior Chemist out of the existing four may be upgraded to the level of Rs.3700-5000 and redesignated

as Superintending Chemist. We do not recommend upgradation of the Chief Editor, as it is a very small cadre and we would not like to leave gaps in it.

STAs (Survey)

76.25 Senior Technical Assistants (Survey) in the Geological Survey of India and the Indian Bureau of Mines are supposed to have the same essential educational qualifications. While the former are placed in the scale of pay of Rs.1640-2900, the latter are in the scale of Rs.1600-2660. The nature of work and qualifications are comparable. We recommend that Senior Technical Assistants (Survey) in the Indian Bureau of Mines may be brought at par with their counterparts in the GSI.

Mechanical and Electrical streams

76.26 We have observed two differences in the hierarchy of the Mechanical and Electrical streams of the Ore-dressing Division as follows:-

MECHANICAL		ELECTRICAL	
DESIGNATION/ PAY SCALE	NO. OF POSTS	DESIGNATION/ PAY SCALE	NO. OF POSTS
Machineman (Rs.800-1150)	8		-
Mechanic (Rs.900-1500)	10	Electrician (Rs.950-1500)	1
	-	Electrical Supervisor (Rs.1200-2040)	4
Mechanic Overseer (Rs.1320-2040)	3	-	-
Foreman Supervisor (Rs.1400-2300)	1	-	-
Pilot Plant Foreman (Rs.1400-2600)	2		
Mechanical Foreman (Rs 1640-2900)	1	Electrical Foreman (Rs.1640-2900)	1

Firstly, the entry grade in the mechanical stream is lower than the electrical stream, and second, from the entry grade of Machineman to the top post of Mechanical Foreman the mechanical stream comprises four intervening scales against one in Electrical. It has been suggested that some posts in the mechanical stream may be merged so as to bring about parity in the two streams. A suggestion has also been made that the two streams themselves should be merged into a single one. We are not in favour of merger of the two streams or of posts in one stream with posts in the other stream as they are functionally different and present appropriate pyramidal hierarchies. We recommend that two posts of Electrical Supervisor out of four, may be placed in the grade of Rs 1400-2300 and redesignated as Electrical Supervisor Grade I, and the remaining two posts remain in the scale of

Rs.1320-2040 and be redesignated as Electrical Supervisor Grade II. The scale of pay of the two posts of Pilot Plant Foreman will by rationalisation be raised to Rs.1600-2660.

CONTROLLER OF MINING LEASES

General Introduction

76.27 The Office of the Controller of Mining Leases was set up in the year 1948 with headquarters at Nagpur to bring the mining leases of the country in conformity with the provisions of Mines and Minerals (Regulation and Development) Act and the rules made thereunder. The organisation, a subordinate office of the Ministry of Mines. has a total staff strength of 10, 1 in Group A, 7 in Group C and 2 in Group D. Only two of the 10 posts are filled. A Regional Controller of Mines of the Indian Bureau of Mines, has been appointed to function as Controller of Mining Leases in addition to his own duties.

Merger with IBM

76.28 The Indian Bureau of Mines and the Controller of Mining Leases are both responsible for the implementation of the Mines and Minerals (Regulation and Development) Act. While the former enforces the Act, the latter brings mining leases in conformity with its provisions. For a major part the functions of the two offices overlap. We recommend that the office of the Controller of Mining Leases be wound up, and its functions be performed by the IBM.

ANNEXE 76.1
(See para 76.5)

GEOLOGICAL SURVEY OF INDIA

SUMMARY OF EXISTING STAFF STRENGTH - GRADE-WISE/STREAM-WISE

S. NO.	STREAM	GROUP A	GROUP B	GROUP C	GROUP D	TOTAL
1.	**Director General**	1	-	-	-	
2	**Scientific Stream**					
	Geology	1718	194	501	97	2510
	Geophysics (Expl)	198	98	326	-	622
	Geophysics (Inst)	42	14	193	-	249
	Mineral Physics	26	-	112	-	138
	GeoChemistry	163	124	135	139	561
	Others	6	22	4520	995	5543
	TOTAL	2153	452	5787	1231	9623
3.	**Engg. Streams**					
	Drilling Engg	128	120	348	1038	1634
	Mechanical Engg.	34	6	17	-	57
	Others	6	15	1129	1018	2168
	TOTAL	168	141	1494	2056	3859
4	**Administration**					
	Personnel	30	149	2500	203	2882
	Finance	7	8	10	43	68
	Material Mgt	8	33	450	293	78
	TOTAL	45	190	2960	539	3734
	GRAND TOTAL	2366	783	10241	3826	17216

ANNEXE 76.3
(See para 76.13)

DISTRIBUTION OF POSTS IN THE MATERIALS MANAGEMENT STREAM

S.NO.	NOMENCLATURE	NUMBER OF POSTS		
		EXISTING	REDISTRIBUTED	TOTAL
1.	Deputy Director General (Materials) (Rs.5900-6700)	-	1	1
2	Controller of Stores (Rs.4500-5700 Rs.3700-5000)	1	5	6
3.	Dy. Controller of Stores (Rs.3000-4500)	7	5	12
4.	Asstt. Controller of Stores (Rs.2200-4000)	-	24	24
5.	Stores Officer (Rs.2000-3500)	33	24	57
	TOTAL	41	59	100

ANNEXE 76.2
(See para 76.12)

PROPOSED STRUCTURE OF PERSONNEL WING

DESIGNATION	PAY SCALE	EXISTING	PROPOSED
Deputy Director General	Rs.5900-6700	1	1
Director (Admn/Personnel)	Rs.4500-5700	2	2
Regional Admn. Officer	Rs.3700-5000	7	6
Senior Admn. Officer	Rs.3000-4500	13	12
Administrative Officer	Rs.2200-4000	-	30
Asstt. Admn Officer	Rs.2000-3500	115	87
TOTAL		138	138

77

Ministry of Non-Conventional Energy Sources

General Introduction

77.1 The Department of Non-conventional Energy Sources was created in 1982, and converted to a fullfledged Ministry in July, 1992, to develop and utilise new and renewable sources of energy such as biogas, biomass, solar, wind, ocean and geothermal energy, small hydro power, alternate fuels, hydrogen and drought animal power. Awareness promotion, information dissemination, development of standards, operation of test facilities and international co-operation are among the important activities of the Ministry.

Organisational Set-up

77.2 The apex Commission for Additional Sources of Energy (CASE), reconstituted in 1994, formulates and ensures implementation of the policies and programmes, co-ordinates and intensifies R&D activities, in the new and renewable energy sector. With a view to overcoming all non-essential restrictions and avoiding delays due to inelastic rules, CASE is vested with full executive and financial powers of Government. The Ministry was reorganised and restructured in July, 1993, by regrouping the acitivities of technologies and their end-uses. It has a Secretariat, headed by a Secretary (Rs.8000/- fixed), and monitors its various programmes through a network of 8 regional offices located at AhmedAbad, Bhopal, Bhubaneshwar, Chandigarh, Guwahati, Hyderabad, Lucknow and Madras The Solar Energy Centre, a technical Division of the Ministry at Gwal Pahari, near Delhi, is dedicated to the development and promotion of solar energy technologies in India. Implementation of the programmes is through different agencies such as State Governments, State nodal agencies, NGOs, etc. The Ministry also has a public limited Government company - the Indian Renewable Energy Development Agency Ltd.- under it for operating a revolving fund for developing and promoting renewable energy by providing soft-term financial assistance.

Size and distribution of establishment

77.3 The Ministry has a total staff strength of 536 - 187 in Group A, 84 in Group B, 183 in Group C and 82 in Group D - organised into 6 groups handling Power, Rural Energy, Urban and Industrial Waste, New Technologies, Solar Energy and Administration & Finance. Each group is headed by an Adviser, Joint Secretary or Director. We have made recommendations on replacement scales in the relevant chapters for each category of staff. The Group A scientists are subject

to the Flexible Complementing Scheme of career progression. **In accordance with our recommendations in the relevant Chapter, the scheme, in as much as it applies to the Secretariat, may be replaced by the Assured Career Progression scheme.**

78

Ministry of Parliamentary Affairs

Organisation and functions

78.1 The group-wise distribution of posts in the Ministry of Parliamentary Affairs is as indicated below:-

Group 'A'	Group 'B'	Group 'C'	Group 'D'	Total
12	44	56	28	140

The Ministry is headed by a Secretary to the Government of India in receipt of a fixed pay of Rs.8000 per month. There are no posts of Additional Secretary and Director at present. There is no attached or subordinate office or autonomous body under the administrative control of this ministry. All the existing posts in this ministry are covered by the scales of pay discussed by us in Chapter 43. Our recommendations on the revised scales of pay contained therein will equally apply to these posts.

Filling up posts of Assistants

78.2 In its memorandum, the ministry has highlighted difficulties being faced in filling posts of Assistants by direct recruitment because of the failure of selected candidates to report for duty. This is a general problem faced in many government departments. In the Chapter on 'Recruitment', we have recommended certain measures in this regard. These measures, if adopted, could ease the problem to a considerable extent.

79

Ministry of Personnel, Public Grievances and Pensions

INTRODUCTION

Organisation and functions

79.1 The Ministry of Personnel, Public Grievances and Pensions comprises three departments namely (i) Department of Personnel & Training (ii) Department of Pension and Pensioners' Welfare and (iii) Department of Administrative Reforms and Public Grievances (AR & PG). The three departments function under the Secretary (Personnel), who is assisted by three Additional Secretaries, other officers and staff.

Staff Strength

79.2 The existing staff strength of these departments is indicated below:-

Department	Group 'A'	'B'	'C'	'D'	Total
DOPT	77	195	291	149	712
Deptt.of Pen.& Pensioners' Welfare	6	10	15	10	41
Department of Adm.Reforms and Public Grievances	26	52	49	37	164
Total	109	257	355	196	917

79.3 The Department of Personnel & Training and the Department of Pension and Pensioners' Welfare have a common administration, while the

Department of AR&PG has a separate administration. All the Group 'A' posts, barring some isolated ones, are filled under the Central Staffing Scheme. All Group 'B' and Group 'C' posts other than isolated ones are cadre posts of Headquarters Organisation like CSS, CSSS, and CSCS. Group 'D' posts are filled by the administration of the respective departments.

DEPARTMENT OF PERSONNEL & TRAINING

Organisation

79.4 The Department is responsible for formulation of policies relating to service matters. It is the cadre controlling authority of the Indian Administrative Service and Central Secretariat Services. It deals with administrative and criminal investigations with the help of CBI. Leaving aside certain isolated posts, all other posts in the Department have standard designations and scales of pay. The corresponding scales of pay recommended by us separately in this report will apply to these posts.

Proof Reader

79.5 The post of Proof Reader (Rs.1200-2040) in the Secretariat of the Department has no promotional avenues, although the post is filled by direct recruitment with graduates having some experience in proof reading. The job of proof reading can well be done instead by a graduate holding a ministerial post **The isolated post of Proof Reader may, therefore, be merged in the ministerial cadre**. The present incumbent, recruited in 1971 with a graduate qualification should, therefore,be adjusted against the post of an Assistant in the CSS. The responsibility of proof reading should in future, be assigned to one of the Upper Division Clerks in the department.

Sr Analyst and Jr.Analyst

79.6 Demand has been made to change the designations of Senior Analyst and Junior Analyst, as the designations do not truly reflect their status and functions. We are in agreement with this observation and, therefore, **recommend that the designation of Senior Analyst and Junior Analyst be changed to Deputy Director (Management Services) and Section Officer (Management Services) respectively. We also recommend that 50% of the posts of Section Officer (Management Services) be upgraded to Assistant Director (Management Services) in the scale of Rs.2500-4000.**

Organisations attached to the Deptt.

79.7 The Department has two training Institutes, namely, Lal Bahadur Shastri National Academy of Administration (LBSNAA) and Institute of Secretariat Training and Management (ISTM). Besides, there are two designated recruitment agencies namely, Union Public Service Commission (UPSC) and Staff Selection Commission (SSC). While UPSC is a constitutional body, Staff Selection Commission has the status of an attached office of the Department and was constituted under a Government of India Resolution in 1975. Other organisations under the department are Public Enterprises Selection Board, Central Bureau of Investigation and Central Administrative Tribunal. Demands received from these organisations have been examined and our recommendations are made in the forthcoming paragraphs.

LAL BAHADUR SHASTRI NATIONAL ACADEMY OF ADMINISTRATION

Organisation, functions and staff strength

79.8 The Lal Bahadur Shastri National Academy of Administration is the premiere training Academy for imparting training to IAS and other officers. The faculty of the Academy consists of permanent members and members who come on deputation. The Academy has got a staff strength of 381 in various groups as under:

Group	A	B	C	D	Total
	52	14	153	162	381

Language Instructor

79.9 The academy is facing difficulty in locating suitable officers for the posts of Language Instructor because of the low pay scale attached to the post and the requirement of teaching two languages by one Instructor. Department of Personnel & Training has, therefore, suggested that the post of Language Instructor should be earmarked for only one Indian Language. Demand has also been made that their pay scales be revised to bring them at par with Asstt. Professors in the Academy and Lecturers in other organisations like Central Institute of Indian Languages, Mysore. **We recommend that the suggestion of the department to have exclusive posts for each language being taught in the Academy may be accepted. Since a postgraduate qualification is prescribed for the post, its pay scale may be upgraded to Rs.2000-3500 from the existing Rs1640-2900.** This is being suggested in the context that teaching of languages in the Academy is a highly specialised job as probationers are required to attain proficiency in a language, within a short period. The Academy should, therefore, develop modern Language Laboratories and get their instructors trained in the latest methodology of language teaching.

Assistants

79.10 Parity has been demanded in the pay scale of Assistants with their counterparts in Central Secretariat Service. **We recommend that the pay scale of Assistants in LBSNAA be revised to Rs.1600-2660 at par with other non-secretariat organisations** under different Ministries.

Pay scale of Riding Instructors etc.

79.11 There is one post each of Riding Instructor and Physical Training Instructor, both in the pay scale of Rs.1640-2900. The pay scale of Riding Instructor in other organisations(e.g. National Forest Economic Development Board) is also Rs.1640-2900. In the CPOs, separate posts of Riding Instructor do not exist as such posts are combatised. The pay scale of both the posts of Riding Instructor and PTI/ Asstt. Sports Officer is appropriate and need not be changed. **The pay scale of Assistant Riding Instructor(Rs.1320-2040) is, however, on the lower side, as compared to Assistant Physical Training Instructor, which is in the scale of Rs.1400-2300. It may, therefore, be revised to Rs.1400-2300.** These posts should also be organised in a three-tier structure, under the Assured Career Progression Scheme, the two higher grades being Rs.1600-2660 and Rs.1640-2900.

Ferrier

79.12 Ferrier and Veterinary Dresser are in the pay scale of Rs.775-1025 and are responsible for Nalbandi of horses and Veterinary dressing respectively. Demand has been made for higher pay scales to them, on the ground that they are doing technical work. **We feel that the present pay scale of the post which has been upgraded to Rs.775-1025 is adequate for them. Next ACP grades for the posts should be Rs.800-1150 and Rs.825-1200.**

Security Guards

79.13 There are 30 posts of Security Guard in the Academy in the pay scale of Rs.750-940. **The cadre be organised in a three-tier structure, proposed for Group 'D' posts.** The Assured Career Progression Scheme will help them in getting the next higher scale of pay. **The two higher ACP scales may be fixed as Rs.775-1025 and Rs.800-1150.** The posts may be distributed among the three grades with the overall strength of the posts in the three grades remaining as 30 only. Creation of higher posts can be considered only on functional basis.

Training Allowance

79.14 Demand has been made by the Academy and by Institute of Secretariat Training and management (ISTM) for restoring the Training Allowance at the higher rate of 30% to all faculty members including permanent Faculty. While increase in the rate of allowance is not considered to be justified, **we recommend that due to the special responsibilities associated with the training of Senior Officers, the training allowance @ 15% should be extended to all trainers, including the permanent faculty of the Academy. This would be in addition to the other allowances that may be drawn by them.**

Entertainment Allowance

79.15 In the context that Academy provides training in a residential complex, where meetings, group discussions, counsellor group meetings, etc. continue even beyond office hours and even at the residence of the Director, Faculty members etc., **it is necessary that an 'Entertainment Allowance' be sanctioned at the following rates to various categories of faculty in the Academy:-**

Designation	**Rate of Entertainment Allowance**
Director	**Rs.2,000 p.m.**
Joint Director	**Rs.1,000 p.m.**
Course Director	**Rs. 750 p.m.**
Asstt.Course Director	**Rs. 500 p.m.**
Counsellor	**Rs. 500 p.m.**

INSTITUTE OF SECRETARIAT TRAINING AND MANAGEMENT

Organisation

79.16 The Institute has been established with the broad objective of providing post-entry foundational, refresher and specialised training for different grades of officers up to middle management level in the Central Secretariat and related field organisations. The training programmes are aimed at increasing the professional competence of the trainees, so as to enable them to perform their duties more effectively.

Staff strength

79.17 The Institute has the following staff strength:

Group	A	B	C	D	Total
	23	39	25	29	116

79.18 The Institute is headed by an Officer of the rank of Joint Secretary to the Government of India. During 1995-96, it conducted 81 in-house training programmes, including specialised programmes, covering a trainee population of about 1,764 officials drawn from various parts of the country. In the context of the demand that the Institute should be upgraded to the status of an Academy, we **recommend that Institute should be developed on the lines of an Academy, so as to provide comprehensive training to the staff joining the Secretariat. The future development of the Institute as an Academy should be so designed as to ensure, in a time bound fashion, the aim of multi-skilling of the various cadres of the Central Secretariat Services recommended by us, to fresh recruits as also through re-training of the existing personnel.**

Training Allowance to Training Associates

79.19 The Training Associates in the Institute, who are appointed on deputation basis, have demanded training allowance, at par with faculty. **We do not recommend Training Allowance to Training Associates and the usual deputation allowance @ 5% or 10% of basic pay, as the case may be, should be sufficient.**

Isolated posts

79.20 There are certain isolated posts in the Institute like Librarian, Artist/Draughtsman, Training Equipment Operator, Library Attendant, etc. We hope that the Assured Career Progression Scheme recommended by us will help in redressing their grievances.

Library Posts

In this context, we recommend that the Library of ISTM should be properly categorised and appropriate designation and pay scales given to the Librarians' posts in the light of our recommendations under the common category of Library staff.

Artists

79.21 **The cadre of Artists may be organised in three grades of Rs.1600-2660, Rs. 1640-2900 and Rs.2000-3500. The existing post of Artist (Rs.1400-2300) being a direct recruitment post with a Diploma in Commercial/Fine Arts be placed in the pay scale of Rs.1600-2660.**

Training Equipment Operator

79.22 **The posts of Training Equipment Operator and Library Attendant may be given the following two higher scales under the ACP Scheme recommended by us.**

Post/Scale of Pay	I ACP	II ACP
Library Attendant (Rs.950-1400)	Rs.1200-2040	Rs.1400-2300
Training Equipment Operator (Rs.1400-2300)	Rs.1600-2660	Rs.1640-2900

STAFF SELECTION COMMISSION

Organisation and functions

79.23 Staff Selection Commission, an attached office of the Department of Personnel and Training, conducts open competitive and departmental examinations for recruitment of staff in Central Government departments. The task is being achieved with the help of six regional Offices at Allahabad, Calcutta, Chennai, Delhi, Guwahati and Mumbai and two sub-regional offices at Raipur and Bangalore.

Staff strength

79.24 The staff strength of the Commission is as under:

Group	A	B	C	D	Total
	35	156	191	136	518

Dy.Director (EDP)

79.25 It has been represented that Deputy Director (EDP) has no promotion avenues. **We recommend that the post should become a cadre post in the proposed Central Informatics Service.**

CENTRAL ADMINISTRATIVE TRIBUNAL

Organisation and functions

79.26 The CAT with its Principal Bench at New Delhi and 16 other Benches all over India has been set up under the Administrative Tribunals Act, 1985, to adjudicate on disputes and complaints with respect to the recruitment and conditions of service of Central Government employees and other employees covered by Section 14 thereof. It has a quasi-judicial status and exercises the powers of a High Court in respect of service matters of the employees falling within its fold.

Staff strength

79.27 Staff strength of Central Administrative Tribunal is as follows -

Group	A	B	C	D	Total
	54	347	562	456	1,419

Parity with High Courts

79.28 It has been represented that the staff of CAT should be equated with that of High Courts, although in terms of Rule 4 of the Central Administrative Tribunal (Staff) Conditions of Service Rules, 1985, the employees of the Tribunal are treated at par with the Central Government employees and are governed by the same set of rules as are applicable to the corresponding grades of Central Government employees. In this context, **we feel that the employees of the CAT are comparable to the Central Government employees and not with the employees of the Supreme Court or Delhi High Court.**

Registrars

79.29 The Registrar of the Principal Bench is in the pay scale of Rs.5900-6700. Registrars of Additional benches at Bangalore and Chennai are in the pay scale of Rs.5100-5700, which will be revised to Rs.5100-6150 under rationalisation of pay scale structure recommended by us. Registrars of other Benches are in the pay scale of Rs.4500-5700. Since the pay scales match the status of the Bench and corresponding workload, there is no justification in making the pay scales of Registrars uniform for different Benches.

Standing Counsels

79.30 A demand has been raised that pensioners registered as advocates should be appointed as Standing Counsels under the provisions of Rule 25(2) of the Administrative Tribunal Act, 1985 as they would prove to be more economical and efficient. In this context, **we recommend that each Department may use their discretion in the matter of appointing their own pensioners to present cases before the Tribunal provided they possess a law degree, are intimately aware of the administrative functioning of the department and are also registered as Advocates under the Advocates Act.**

CENTRAL BUREAU OF INVESTIGATION

INTRODUCTION

Historical background, role and functions

79.31 The Central Bureau of Investigation (CBI) was originally set up as Special Police Establishment. Delhi Special Police Establishment (DSPE) Act was brought into force in 1946 considering the need to have a Central Government agency to investigate cases of bribery and corruption against Central Government employees. The CBI was established by the Government by a resolution dated 1.4.1963. It is not a statutory body and derives its powers of investigation from the DSPE Act 1946. CBI is the chief central police agency in the field of investigation of crimes. It acts as the nodal agency which coordinates investigation and enlists

cooperation on behalf of Interpol member countries. The following broad categories of criminal cases are handled by the CBI.

(a) Crimes of corruption and fraud committed by public servants of Central Government Departments, Public Sector Undertakings and Central Financial Institutions.

(b) Economic crimes including bank frauds, financial frauds, import, export and foreign exchange violations, large scale smuggling of narcotics, antiques and cultural properties, smuggling of other contraband etc.

(c) Special crimes such as cases of terrorism, bomb blasts, sensational homicide cases, kidnapping for ransom and crimes committed by the underworld mafia.

ORGANISATIONAL STRUCTURE

79.32 The Bureau is headed by a Director in the pay scale of Rs.8000/- (fixed) and assisted by Additional Directors, Joint Directors, Superintendents of Police, Dy. Superintendents of Police and non gazetted staff ranging from Inspectors to Constables in the executive cadre. The other cadres are prosecution, administrative, technical , stenographers, computer and Group D .

Executive cadre

79.33 The posts in the Executive Cadre are as under:-

POST	NO.OF POSTS	PRESENT PAY SCALE (Rs)
Director	1	8000 fixed
Addl.Director,	3	7300-7600
Joint Director	11	5900-6700
Dy.Inspr.Genl.of Police	37	5100-6150
Supdt.of Police/AIG/ Asstt.Director	98	4100-5300
Dy.Supdt.of Police	293	2200-4000
Inspector	593	2000-3200
Sub Inspector	301	1640-2900
Asstt.Sub Inspector	200	1320-2040
Head Constable	436	975-1660
Constable	1677	950-1400

Other cadres

79.34 The posts in other cadres are as under:

	Gr.'A'	Gr.'B'	Gr.'C'	Gr.'D'
Prosecution	90	96	41	-
Administrative	2	34	729	-
Technical	10	8	37	-
Stenographers	-	3	404	-
Computer	-	-	10	-
Group D	-	-	-	123

PAY SCALES, ALLOWANCES ETC

Proposed scales for the Executive cadre

79.35 Currently, there is a dichotomy in the pay scales available to members of different police forces of the Central Govt. This has been brought out by certain ad hoc decisions, not based on recommendation of any Pay Commission, that have been taken by Govt from time to time. This has created widespread resentment among some of the police forces which feel discriminated against. We have examined in detail the question of pay scales for the personnel of CBI, IB and CPOs and feel that the pay scales for these Organisations should follow a uniform pattern. In order that no loss is suffered by any category of personnel in CBI as a result of such rationalisation, we have separately recommended grant of a CBI allowance of 10% of the minimum of the basic pay for personnel between the ranks of Constable and Inspector.

79.36 Our recommendations in respect of the pay scales for the various posts in CBI are as under:-

a) **Constables may be placed in the pay scale of Rs.825-1200 with two advance increments, as has been recommended for the CPOs. Moreover, those drawing the pay scale of Rs.950-1400 will continue to draw that scale as personal to them.**

b) **Sub Inspectors of Police should be placed in the pay scale of Rs. 1600-2660 as this is the scale recommended by us for Sub-Inspectors in the CPOs. However, those drawing the pay scale of Rs. 1640-2900 at present will continue to draw that pay scale as personal to them.**

c) **Inspectors will be placed in two grades. They will draw a scale of Rs.1640-2900 as Inspector and Rs. 2000-3500 as Senior Inspector. Out of 593 posts of Inspector, 243 posts may remain in the scale of Rs. 2000-3500 as Senior Inspector and 250 posts should be placed in Rs. 1640-2900 as Inspector. However those already drawing the scale of Rs.2000-3500 will continue to draw that pay scale as personal to them.**

d) **The Dy. Supdt.of Police may be given the replacement scale of Rs. 2200-4000 and at the same time 75 posts out of the existing 293 may be upgraded to the grade of Rs. 3000-4500 and designated as**

Additional Supdt. of Police. This will bring the CBI at par with other police forces and also improve the promotion prospects for Deputy superintendent of Police.

e) **Superintendents of Police should be first given the grade of Rs. 3700-5000 as in all other police forces and the next rung be called the Senior Supdt.of Police (SSP) in the scale of Rs.4500-5700. Accordingly, out of 33 posts of SP (Cadre officers), 23 may continue in the rank of SP and 10 posts may be upgraded to SSP. Existing SsP who may already be in the scale of Rs.4100-5300 will be placed in a personal scale of Rs.4500-5700, if they do not get the scale of SSP.**

f) **For the remaining posts in the executive cadre, we recommend the normal replacement scales as suggested by us in the relevant Chapter.**

Central Investigation Service

79.37 It has been demanded that a separate Group 'A' service, to be called Central Investigation Service, be created with direct entry in the scale of Rs. 2200-4000 at the level of Inspector of Police. As the Inspectors in our scheme are to be placed at the level of Rs.1640-2900, the question of constituting them into a Group 'A' service does not arise.

Promotion Quota

79.38 A demand has been made for raising the existing quota for promotion from Inspector to Dy. SP to 75% to reduce stagnation. The provision for absorption of deputationists in the grade is also sought to be done away with. The Administrative Ministry has intimated that the existing Recruitment Rules for the post of Dy. S.P are under revision. The promotion quota is being raised from 30% to 50% while the provision for absorption of deputationists in the grade is being deleted. **We feel that the proposed amendment to the Recruitment Rules of Dy. SP would be adequate. We recommend that the Ministry should notify the same at the earliest.**

CBI Allowance

79.39 It has also been demanded that the executive cadres should be granted special pay upto the rank of Deputy Superintendent of Police, an executive allowance from the rank of Sub Inspector to that of Joint Director, an orderly allowance for all police officials and a risk allowance to personnel associated with investigation of terrorist crime.

79.40 We note that CBI personnel upto the rank of Inspector were earlier entitled to special pay at varying rates, but following the recommendations of the Fourth C.P.C., the special pay was abolished. Taking into account the pay scales suggested by us for the CBI personnel as also the special nature of work being done in CBI, **we recommend that a consolidated allowance of 10% of the minimum of the pay scale to be called' CBI Allowance' be given to the personnel of CBI in the ranks of Constable and above upto Inspector**. The existing Mufti Dress Allowance admissible to Constables and Head Constables at the rate of Rs.500/- p.a would stand merged in the CBI allowance. There is no case for the grant of any other special pay or allowance.

Couri Allowance, Robe Allowance, Maintenance Allowance

79.41 The Law Officers of CBI are in receipt of Court Allowance at rates ranging from Rs. 500/- p.m to Rs.1000/p.m, Robe Allowance at the rate of Rs. 2500/- renewable every 5 years and Maintenance Allowance at the rate of Rs.

600/- p.a. As these rates of various allowances, for law Officers have been sanctioned by the Government only in July 1994, **we feel that these may continue at the existing rates for the present.**

Proposed scales for the Ministerial Technical and other cadres

79.42 The pay scales recommended by us generally for such cadres in the appropriate chapters will apply to these cadres.

RESTRUCTURING THE C.B.I.

Revised role for CBI

79.43 Currently, the CBI is very much in the news. It is being compelled by Court orders and force of circumstances to spend a large part of its time on corruption cases, which has already led to the accusation that investigation of other crimes is taking a backseat. It is sometimes subjected to criticism of delaying investigations or of becoming amenable to Government pressure.

79.44 It appears to us that there is need for three separate organisations. We need an investigating agency for the proposed institution of Lok Pal. We also need to bifurcate the CBI into two parts - one dealing with corruption and the other with organised crimes. The part concerned with corruption may be placed under an independent Central Vigilance Commissioner who may be given a suitable constitutional status. It could be renamed as Central Anti-Corruption Bureau. The remaining part of CBI could continue to deal with investigation of crimes. A blue print of this structure has been outlined in our Chapter on Accountability.

DEPARTMENT OF ADMINISTRATIVE REFORMS AND PUBLIC GRIEVANCES

Organisation and functions

79.45 This Department is mainly concerned with the study and improvement of organisational structures and procedures of work in the Central Secretariat and its attached/subordinate offices. The main functions performed by the Department are (i) administrative reforms, (ii) organisation and methods and (iii) formulation of policy and coordination of measures concerning the redressal of public grievances relating to the State in general and grievances pertaining to Central Government agencies in particular.

Isolated posts

79.46 Adequate promotion prospects have been demanded for isolated posts in the Department. There are only two such posts. **We recommend that the post of Hindi Typist (Rs.950-1500) may be included in the cadre of CSCS while the post of Sr. Librarian (Rs.2000-3500) should form part of the proposed cadre of Library staff in the Central Government.**

Assistant-cum-Accountant

79.47 Consequent upon the revision of the pay scale of Assistant from Rs.1400-2600 to Rs.1640-2900, the Department has not been able to fill up the post of Assistant-cum-Accountant in the pay scale of Rs.1400-2300 for the last three years. In view of the duties and responsibilities attached to the post and in order to attract a suitable candidate, the Department has demanded a pay scale of Rs.2000-3500 and redesignation of the post as Section Officer(Accts). We, however, feel that if the post is upgraded as proposed, there will be two SOs(Accts) in the Cash and Accounts Section, which will not be conducive to a smooth functioning. **We,therefore, recommend that the post of Assistant-cum-**

Accountant be upgraded to the scale of pay of Rs.1640-2900 and encadred in the Central Secretariat Service as Assistant. The work can be assigned to any Assistant who has undergone Cash and Accounts Training conducted by the ISTM.

DEPARTMENT OF PENSION AND PENSIONERS' WELFARE

Organisation and functions

79.48 The department formulates policies relating to pensions and other pensionary benefits. It also looks after the welfare of pensioners through SCOVA, a voluntary organisation of pensioners. The posts in the department are either filled under Central Staffing Scheme or as part of the organised headquarters services.

80

Ministry of Petroleum and Natural Gas

Organisation and Functions

80.1 The Ministry of Petroleum and Natural Gas is entrusted with the responsibility of exploration, production, refining, distribution and marketing of oil and natural gas. Import and export as well as conservation of petroleum products also fall within the purview of the Ministry. The Ministry administers the Petroleum Act, 1934 and rules made thereunder, the Oil Fields (Regulation and Development) Act, 1948, the Petroleum Pipelines (Acquisition of Right of user in Land) Act, 1962, Kerosene (Restriction on use and Fixation of Price) Order, 1966, etc. It also administers 13 Public Sector Undertakings, and a few subsidiaries and other organisations. The Ministry has no attached or subordinate offices. The sanctioned strength of the Ministry is as under:-

Group 'A'	Group 'B'	Group 'C'	Group 'D'	Total
32	105	101	64	302

Scales of pay

80.2 All the posts in the Ministry are borne on organised cadres such as Central Secretariat Service, Central Secretariat Clerical Service and Central Secretariat Stenographers Service and have standard designations and scales of pay

81

Ministry of Planning and Programme Implementation

Organizational structure

81.1 The Ministry of Planning and Programme Implementation, in its present form comprises the Department of Planning, the Department of Statistics and the Department of Programme Implementation. The Departments of Statistics and Programme Implementation were transferred to the Ministry of Planning in 1973 and 1991 respectively. The total strength of the Ministry of Planning and Programme Implementation is 12409, consisting of 1798 Group A posts, 2717 Group B posts, 6795 Group C posts and 1099 Group D posts spread across the 3 Departments (see Annexe 81.1 for details).

Department of Planning

Organizational structure, Aims and Objectives

81.2 The Department of Planning consists of the Planning Commission, the National Informatics Centre and the Programme Evaluation Organisation. It also oversees the working of the Institute of Applied Manpower Research, which is an autonomous body. The Planning Commission works under the overall guidance of the National Development Council and is an advisory body at the apex level. It is responsible for resource allocation and overall formulation of development plans for the country. The Programme Evaluation Organisation (PEO) has been set up with the primary objective of evaluating plan schemes and is an integral part of the Planning Commission. The National Informatics Centre is a premier S & T Organisation engaged in the development of software technology for the Government. The outfit-wise, group A, B, C and D strength of the Department of Planning is given below:-

	Department of Planning		
	Planning Commission	NIC	Total
Group A	385	1002	1387
Group B	352	1673	2025
Group C	568	756	1324
Group D	416	222	638
Total	1721*	3653	5374

* Includes PEO

Planning Commission

Number of posts

81.3 The Planning Commission has around 1721 posts and is headed by a Secretary and a Special Secretary, both officers being in the pay of Rs.8000 (fixed). It is manned at various levels by officers of the IAS, IES, ISS, the isolated post holders (GCS) and Consultants.

Absorption of GCS officers into organized cadres

81.4 The Planning Commission's Officers Association representing the interest of the GCS officers has demanded that all isolated GCS Group A post holders be organized into an Indian Planning Advisory Service. We have examined this demand carefully. One of the essential pre-requisites for the constitution of an organised service is that the posts included in the service should require similar skills and the various posts at the same grade should be interchangeable. This condition is not fulfilled in the case of Planning Commission Officers' Association as they represent a mixed lot of Engineers, Sociologists, Geologists etc., and occupy posts requiring absolutely different skills with no interchangeability. Also the work involved in rendering advice on planning calls for experience and expertise from other organised services like the IAS, IES and ISS. Thus organising all these officers into a service like the Indian Planning Advisory Service may not be feasible. We further observe that carrying out recruitment against isolated posts leads to the problem of stagnating incumbents. **We therefore recommend that these isolated posts should be filled by taking officers on deputation drawn either from organised cadres within the Central Government, Universities, Autonomous Bodies or State Governments, so that their expertise can be utilised without creating a problem of stagnating incumbents. We also recommend that the existing personnel occupying isolated posts in Planning Commission may be absorbed in the respective organised cadres where such cadres exist and recruitment against isolated posts be stopped.**

ACP for the GCS Officers

81.5 The Planning Commission Officers' Association have also argued that they be notified as a "Scientific Category", as their job is technical and scientific in nature and accordingly the Flexible Complementing Scheme (FCS) be extended to them. We observe that the GCS officers in the Planning Commission

are a hetrogenous group having varied backgrounds. Moreover, they are not doing research and development work. It is not, therefore; possible to extend FCS to them However, **the provisions of "Assured Career Progression Scheme (ACP)" will apply to them and this will take care of their stagnation to some extent**

Joint Advisers

81.6 Planning Commission Officers' Association has represented that the posts of Joint Advisers in the pay scale of Rs.4500-5700 should be upgraded in the pay scale of Rs.5900-6700/5100-6300. We observe that the pre revised scale of the Joint Adviser was Rs.2000-125/2-2500. The Fourth CPC had merged the then existing scales of Rs.1500-1800-2000-2500, 2000-125/2-2250 and 2000-125/2-2500 and recommended the replacement scale of Rs.4500-5700. Since the rationalisation by the Commission was done taking into account the duties and responsibilities associated with these pay scales, any move to upgrade this scale would tantamount to undoing the rationalisation done by the Fourth CPC. Further, the scale of Rs.4500-150-5700 constitutes a promotional level for the post holders in the pay scale of Rs.3700-5000. The upgradation of this level only for the GCS will disturb its relativities vis a vis other organised services. **We are therefore unable to concede this request of the GCS officers.**

8 SAG level posts encadred in the IES to be operationalized

81.7 The Planning Commission also deploys a large contingent of the officers of the Indian Economic Service. It has been brought to our notice that 8 cadre posts of the Indian Economic Service upgraded to the SAG level in Planning Commission as a part of their maiden cadre review have not been operationalised by the Planning Commission inspite of Cabinet's approval to the same. We had referred the matter to the Planning Commission and are not satisfied with their replies. We observe that the Planning Commission is one of the largest users of IES officers at the JAG, STS and JTS levels. Yet, not a single post is encadred for the service at the SAG level. There is also acute stagnation within the service and possibilities of growth are limited. **We therefore, recommend that all the 8 SAG posts encadred into the IES vide order No. F.No.11015/1/90-IES dated 19.2.91 be operationalised by the Planning Commission. We have also, after examining the prospects in the Indian Economic Service recommended elsewhere that one post of Principal Adviser in Planning Commission in the replacement scale of Rs.8000 (fixed) be encadred within the Indian Economic Service. The Principal Adviser would also be the an ex-officio Special Secretary in the Government of India.**

Deputy Advisers vis a vis Joint Advisers

81.8 It has been brought to our notice that in Planning Commission, the Deputy Advisers of the organised Gr.'A' Central Services like the IES, ISS, in the selection grade, carrying the pay scale of Rs.4500-5700, are made to report to Joint Advisers in the same scale of Rs.4500-5700. This is highly anomalous. In the GOI even a Deputy Secretary in the scale of Rs.3700-5000 does not report to the Director in the scale of Rs.4500-5700. We also observe that there is no substantive difference in the essential qualifications and the duties and responsibilities attached to these posts except seniority. **We therefore recommend that all the posts of Deputy Adviser in the Planning Commission encadred in the respective organised Gr.'A' Central Services should henceforth be made interchangeable with the post of Joint Adviser** The Deputy Advisers' posts will then be operated in the pre-revised scale of Rs 3700-5000 or pre-revised scale of Rs 4500-5700 as Joint Adviser depending on the seniority of the incumbent, after clearance from the respective cadre controlling

authority. A person with four years of service in the substantive grade of Rs.3700-5000 of an organised Gr.'A' Service would operate this post as a Joint Adviser As the Joint Adviser's grade is proposed to be made a selection grade for a Deputy Adviser, it would be in the fitness of things that both Deputy Adviser and Joint Adviser report to the Adviser directly in the respective divisions.

National Informatics Centre

Organizational structure and our recommendations

81.9 The NIC has a strength of 3653 and is headed by the Director General who is an ex-officio Special Secretary and is at present in the scale of Rs.8000 fixed. Out of 3653 posts in NIC at various levels, 1002 are Group A posts. We observe that inspite of the increasing demand for Computer Professionals there is no organised cadre for them. This, we were informed, is because an organised cadre carries with it some rigidities such as promotion on seniority basis etc. which are constraining in feilds such as informatics where technology change is very rapid and obsolescence sets in fast. We are, however, not inclined to agree with this view. We believe that an unorganised cadre is ridden with the potential for adhocism, nepotism and victimization. This can seriously affect the morale of the employees. It should be possible to train the existing staff to keep pace with the fast changing technology, rather than recruit a new person each time a need arises. Therefore, in line with our recommendations elsewhere, **we suggest that a Central Informatics Service along with a feeder cadre on the lines similar to other organised services be constituted.** Presently, the entire staff of NIC is covered by the provisions of Flexible Complementing Scheme on the pattern of Department of Electronics and Department of Space. It may be necessary to retain this scheme in this organisation if the level of skills in the organisation are to be protected. **We may retain FCS for all Group 'A' members of the Central Informatic Service, who will be computer professionals. Other staff will be covered by the ACP scheme, as in other scientific establishments.**

Department of Statistics

Organization structure, aims and objectives

81.10 The Department of Statistics is responsible for overall co-ordination of the statistical activities at the centre and also functions as the cadre controlling authority for the Indian Statistical Service. It has a staff strength of 6939 spread across the three attached offices i.e. Central Statistical Organisation, Computer Centre and the Pay and Accounts Office and a subordinate office i.e. the National Sample Survey Organisation. The Group A, B, C, D wise distribution of posts in the Department of Statistics, across its various offices is given below:-

	CSO	NSSO Centre	Computer	PAO	Secretariat	Total
Gr.A	125	203	48	2	10	388
Gr.B	107	448	30	13	65	663
Gr.C	235	4925	116	67	102	5445
Gr.D	29	301	16	8	89	443
Total	496	5877	210	90	266	6939

Secretariat

Secretary, Department of Statistics

81.11 Indian Statistical Service Association have demanded that the post of Secretary, Department of Statistics should be encadred into ISS. Since the post of Secretary is filled under the Central Staffing Scheme, we are unable to encadre the same into ISS. **However, we recommend that suitable officers belonging to Indian Statistical Service should be considered along with others for manning this post.**

Central Statistical Organisation

Upgradation of DG CSO

81.12 The Central Statistical Organisation is headed by a Director General in the pay scale of Rs.7300-8000. We observe that the post of DG, CSO although an excadre post, has been manned by ISS Officers in the past. This post was recommended by the Fourth Central Pay Commission for upgradation and encadrement into ISS. We endorse the recommendation of the Fourth CPC and reiterate that **the post of DG, CSO should be upgraded and given the replacement scale of Rs.8000 (fixed pre-revised). The DG (CSO) would be given the status of Special Secretary to the GOI and the post should be encadred in the Indian Statistical Service.**

Upgradation of Director NAS, CSO

81.13 **We also recommend upgradation of Director (National Accounts Division) in the scale of Rs.5900-6700 to the scale of Rs.7300-7600 (pre-revised).**

National Sample Survey Organisation

Upgradation of the CEO, NSSO and Director FOD, NSSO

81.14 National Sample Survey Organisation comprising three divisions, namely, Survey Design and Research Division, Field Operation Division and Data Processing Division employs about 5877 employees. The Organisation is headed by a Chief Executive Officer in the pay scale of Rs.7300-7600 (pre-revised). In partial acceptance of ISS Association's representation, **we agree to the upgradation of this encadred post of ISS i.e. CEO, NSSO to the pay scale of**

Rs.7300-8000 (pre-revised). We also recommend that the post of Director FOD presently in the scale of Rs.5900-6700 be upgraded to Rs.7300-7600 (pre-revised).

Upgradation of Superintendents in FOD

81.15 In regard to Superintendents in the Field Operations Division of NSSO, after having scrutinised their duties and responsibilities, **we recommend upgradation of 358 sanctioned posts of Superintendents from Rs.1640-2900 (pre-revised) to the pay scale of Rs.2000-3500 (pre-revised). We are also of the view that at this grade direct recruitment of candidates possessing post-graduation degree in the subjects mentioned in the R&P rules should be commenced.** We endorse the 4th CPCs recommendations that an effective stage of promotion should be introduced before the entry of Superintendents into the JTS of Indian Statistical Service. **The entrants in Rs.2000-3500 (pre-revised) would move through the replacement scale of Rs.2375-3750 and the entry scale of ISS Group A in a time bound manner.**

Upgradation of the Assistant Superintendents and Investigators in NSSO

81.16 There are currently 1713 sanctioned posts of Assistant Superintendent (Rs.1600-2660) and 1453 sanctioned posts of Investigators (Rs.1400-2300) in the Field Operation Division of NSSO. Many representations have been made to us that these two categories of posts should be merged and given the scale of Rs.1640-2900 (pre-revised). The Department of Statistics, however, is not in favour of the merger. Having examined the qualifications and duties and responsibilities of Investigator and Assistant Superintendents, **we recommend the upgradation of Investigator and Assistant Superintendent and accordingly the replacement scales of Rs.1600-2660 and Rs.1640-2900 should be given to the Investigators and Assistant Superintendents respectively.** We are also of the opinion that there should be direct graduate recruitment in the pay scale of Rs.1600-2660 (pre-revised). The entrants in this scale would move through the scales of Rs.1640-2900 and Rs.2000-3500 in a time bound manner.

Subordinate Indian Statistical Service

81.17 A large number of posts of Junior and Senior Statistical Investigators in the scales of 1400-2300 and 1640-2900 are spread over different Ministries and offices of the Government of India. We observe that some of these posts are isolated and the chances of promotions for the incumbent in such cases are very bleak. **We recommend that all such posts with statistical functions be constituted into a subordinate statistical service and all recruitment to the feeder posts in Indian Statistical Service be centralized and placed under the ISS Cadre Controlling Authority.** All posts of Junior Statistical Investigator in the scale Rs.1400-2300 be upgraded and given the replacement scale of Rs.1600-2660. All Junior Statistical Investigators/Statistical Assistants in the scale of 1400-2300 will henceforth be called Statistical Investigators Grade-II. All posts of Senior Statistical Investigators/Assistants at present in the pay scale of Rs.1640-2900 may be given the replacement scale of Rs.2000-3500 and be called Statistical Investigators Grade-I. At a level of Statistical Investigator Grade-II, recruitment may be taken up with graduation in statistic as the minimum qualification. The entrants in this scale would move through the replacement scale of Rs. 1640-2900 and Rs.2000-3500 in a time bound manner. Post Graduation may be made the minimum qualification for entry to 50% of the post of Statistical Investigator Grade-I. The entrants to this level will move through the replacement scale of Rs.2375-3750 and the entry scale of ISS Group A in a time bound manner.

Merger of Office Superintendent Grade I and Grade II in the regional offices of FOD, NSSO

81.18 There are presently ministerial posts of Office Superintendent Grade-I and II in the pay scale of Rs.1640-2900 and Rs.1600-2660 in the regional offices of Field Operation Division, NSSO. We agree with the proposal for merger of these posts in the pay scale of Rs.1640-2900 (pre-revised) as the functions of the two posts are the same. **We recommend that the posts of Office Superintendent Grade-II and Office Superintendent Grade-I should be redesignated as Office Superintendent and given the replacement scale of Rs.1640-2900.** We are unable to accept the demand for upgradation of the Superintendents and Accounts-cum-Administrative Officer at the various centres of the DPD however, and recommend replacement scales for them.

Status Quo to be maintained for Data Processing Assistants and Data Entry Operators Gr.B in DPD, NSSO

81.19 In the two divisions of NSSO i.e. SDRD and DPD, there are 166 sanctioned posts of Data Processing Assistants (Rs.1640-2660) and 463 sanctioned posts of Data Entry Operator Gr. 'B' (Rs.1350-2200). National Sample Survey Employees Organisation have put forth their demand that DEO Gr.'B' and Data Processing Assistants should be upgraded into the scales of Rs.1600-2660 and Rs.1640-2900 respectively. Further, DEO Gr.'B' and Data Processing Assistant should be redesignated as Data Processing Assistant Gr. 'A' and Data Processing Assistant Gr. 'B' respectively. We have examined the issue and found that the DEO Gr. 'B' and Data Processing Assistant had received a higher pay scale on the implementation of the Seshagiri Report. **We recommend that status-quo be maintained.** As regards their designation, we suggest that the Department of Statistics may review the matter.

Upgradation of Binders in SDRD, NSSO

81.20 There are 7 posts of Binders in the pay scale of Rs.775-1025 in the Survey Design and Research Division of NSSO. **As the Binders in the other departments of GOI have been given the pre-revised scale of Rs.825-1200, we recommend the same for Binders in SDRD as well.** For all other categories of employees the replacement scales will apply.

Computer Centre

Executive Director to remain encadred within the ISS

81.21 The Computer Centre is headed by an Executive Director (Rs.5900-6700) who is assisted by one Additional Director (Rs.4100-5300), 4 Joint director (Rs.3700-5000), 13 STS level officers and 29 JTS level officers. Presently, the post of Executive Director is encadered in the Indian Statistical Service. We have received a demand regarding the decadrisation of this post. **We do not find merit in the demand and hence recommend that the post of Executive Director should remain encadred in the Indian Statistical Service.**

Additional Director, Computer Centre

81.22 There is a single post of Additional Director, in the pay scale of Rs.4100-5300, in the Computer Centre. The post is to be filled by promotion failing which by transfer on deputation and failing both by direct recruitment. It is a promotional post for Joint Director with minimum 3 years of regular service in the pay scale of Rs.3700-5000. We understand that this post has been operated in the scale of Rs.4500-5700 (pre-revised) in the near past. The present incumbent has already drawn 3 stagnation increments. In view of the preceding, we **recommend that the post should be upgraded to the level of Rs.4500-5700.** Also, this post may be encadred in the Central Informatics Service to alleviate the problem of stagnating incumbents.

Department of Programme Implementation

Upgradation of Economic Investigators

81.23 The Department of Programme Implementation came into existence in 1985 with the objective of independently monitoring central sector and key infrastructure projects. It was transferred to the Ministry of Planning and Programme Implementation in 1991. Being recently constituted, the Department of Programme Implementation has a strength of only 96 employees of which 23 are in Group A, 29 in Group B, 26 in Group C and 18 in Group D. The Department is headed by a Secretary (Rs 8000 fixed pre-revised).

81.24 There are 5 sanctioned posts of Economic Investigators Grade-I in the pay scale of Rs.1640-2900. These are to be filled by transfer on deputation. We have been apprised by the Department that they face problems in filling up these posts on deputation basis and hence these may be upgraded. **We recommend that replacement scale of Rs.2000-3500 be given to these posts as has been done elsewhere and the posts be placed under the control of the IES Cadre Controlling Authority.**

Other posts

81.25 For all other posts in the Ministry of Planning and Programme Implementation to which a special reference has not been made in this Chapter replacement scales given elsewhere in the report may apply.

Annexe 81.1

Ministry of Planning & Programme Implementation
Group wise-distribution of sanctioned posts.

Deptt. of Planning	Gr.'A'	Gr.'B'	Gr.'C'	Gr.'D'		Total
Planning Commission	385	352	568	416	=	1721
NIC	1002	1673	756	222	=	3653
Deptt. of Statistics						
Deptt of Statistics (main)	10	65	102	89	=	266
CSO	125	107	235	29	=	496
NSSO	203	448	4925	301	=	5877
Computers Centre	48	30	116	16	=	210
Principal Accounts Office	2	13	67	8	=	90
Deptt. of Programme Implementation	23	29	26	18	=	96
Grand total	1798	2717	6795	1099	=	12409

82

Ministry of Power

INTRODUCTION

Functions

82.1 The Ministry of Power is responsible for evolving policies in the field of energy relating to power generation, transmission and distribution, electricity tariff, private sector participation in the energy sector, research and development, provision of technical guidance in matters relating to energy generation and conservation, administration of the Indian Electricity Act, 1910, and the Electricity Supply Act, 1948, etc.

Organisation

82.2 The Central Electricity Authority is an attached office of the Ministry and the Badarpur Management Contract Cell its subordinate office. The Ministry also administers three statutory bodies, six public sector undertakings, two companies in the joint sector and three autonomous bodies.

Strength

82.3 Details of the sanctioned strength of the Secretariat and its attached and subordinate offices are tabulated below:-

Office	Group 'A'	Group 'B'	Group 'C'	Group 'D'	Total
Secretariat	38	98	108	70	314
Central Electricity Authority	687	382	990	371	2,430
Badarpur Management Contract Cell	1	--	1	1	3
	726	480	1,099	442	2,747

SECRETARIAT

Replacement

82.4 All posts in the Ministry's Secretariat have standard designations and

Scales

scales of pay. The corresponding replacement scales of pay recommended by us elsewhere in this report will apply to these posts.

CENTRAL ELECTRICITY AUTHORITY

Organisation and Functions

82.5 The Central Electricity Authority is responsible for technical appraisal, coordination and supervision of projects and schemes in the energy sector and is also entrusted with statutory functions. The Authority is headed by a Chairman, who is also ex-officio Secretary to the Government of India, and has six members, who are ex-officio Additional Secretaries to the Government of India. These are - Member (Thermal), Member(Hydro), Member (Economic and Commercial), Member(Power System), Member(Planning) and Member(Grid and Operation).

Improvement in Promotion Prospects

82.6 The Association of Central Power Engineering Group 'A' Officers have represented to us that there is acute stagnation in their cadre and have demanded parity in conditions of service and career progressionwith other Group 'A' Central Services. It has also been brought to our notice that difficulties are faced in the recruitment to the posts of Assistant Director, Grade I, and Assistant Executive Engineer in the pay scale of Rs.2200-4000 and their retention attributable to inadequate promotion prospects. We have also been informed by the Ministry that the incumbents of these posts recruited through the Combined Engineering Services Examination conducted by Union Public Service Commission, leave the Authority for greener pastures in the absence of adequate opportunities for advancement. **On careful consideration of this problem, we have recommended, in Chapter 50 on "Engineering Services" that the four posts of Technical Members of the Authority may be encadred in the Central Power Engineering Service. We have also made suitable recommendations aimed at improving the service conditions of the subordinate engineering service in the Authority.**

Isolated Posts

82.7 There is a post of Deputy Director(Chemical) in the Authority in the pay scale of Rs.3000-4500. This post being an isolated one, the incumbent recruited through the Union Public Service Commission in 1979, has no further prospects of advancement. **We recommend that he may be placed in the next higher pay scale of Rs.3700-5000 on a personal basis. We further suggest that the recruitment rules, in terms of which the post is presently to be filled by direct recruitment, failing which by transfer or by transfer on deputation, may be amended to enable it being filled in future by transfer on deputation, including short-term contract, failing which by direct recruitment.**

Ministerial staff

82.8 The Upper Division Clerks in the subordinate offices of the Authority have demanded that the special pay to which they are entitled for performing arduous duties should be treated as pay for all purposes, including pensionary benefits. **We have recommended elsewhere in our report that this special pay should be abolished and ten percent of the posts, which are presently entitled to this special pay, may be upgraded and placed in the replacement scale corresponding to the scale of Rs.1600-2660. This recommendation will also apply to such posts in the Authority.**

Ministerial Staff

82.9 There are only one post each of Assistant Secretary (Rs 2200-4000), Stenographer (Rs 1200-2040) and Peon (Rs 750-940) in the Cell. **We recommend the standard replacement pay scales for these posts.**

83

Ministry of Railways

Organisation and Functions

83.1 The Indian Railways with more than one and-a-half million work force, including half-a million workshop/industrial workers, is the largest civilian employer in the country. The nation-wide network of railways is also the world's largest railway system under a single management. It is not only a Government department but also a semi-commercial public utility with an independent budget and considerable autonomy. The Railway Board, which is both the apex executive as well as the Ministry of the Government, is responsible for administration and supervision of railways and formulation of policies and planning for development of the system.

83.2 The railway network is organised in nine Zonal Railways which are further divided into fifty nine administrative divisions. In addition, there are workshops, sheds and depots for repair and maintenance of rolling stock under Zonal Railway administration. Each Zonal Railway has a separate Construction Wing for creation of plan assets.

83.3 Besides Zonal Railways, there are six manufacturing units in Railways viz.;- Chittaranjan Locomotive Works (Chittaranjan, West Bengal), Diesel Locomotive Works (Varanasi, Utfar Pradesh), Integral Coach Factory (Perumbur, Chennai), Rail Coach Factory (Kapurthala, Punjab), Wheel and Axle Plant (Bangalore) and Diesel Component Works (Patiala, Punjab).

83.4 The Ministry of Railways also administers several public sector undertakings viz., Indian Railway Construction Company Limited (IRCON), Rail India Technical and Economic Services Limited (RITES), Container Corporation of India Limited (CONCOR), Konkan Railway Corporation (KRC), Indian Railway Finance Corporation (IRFC) and Centre for Railway Information Systems (CRIS, a registered society under the Societies Registration Act, 1860).

83.5 There is a Research, Design and Standards Organisation (RDSO) in Lucknow. RDSO is an attached office of the Railway Board and functions as a technical adviser and consultant to the Board in the choice and evaluation of technology and provides R&D support to the Zonal Railways and Production Units.

Manpower Profile

83.6 The strength of regular employees in Railways as on March 31, 1995 was 16.02 lakhs with the following group-wise break-up :-

			Department-wise Break-up	
Group 'A'		7,644	Administration	48,591
Group 'B'		5,835	Accounts	29,943
Group 'C'			Stores	37,321
- Workshop			Medical	54,050
and Artisan	3,14,787		Signal and Telecom	75,855
- Running	92,075		Commercial	1,13,863
- Others	4,88,679		Electrical Engineering	1,55,217
- Total		8,95,541	Transportation	1,88,672
Group 'D'			Mechanical Enhineering	4,10,708
- Workshop			Railway Protection Force	55,569
and Artisan	1,83,443		Railway Board/other Railway	
- Running	3,251		Offices including Railway	
- Others	4,88,679		Protection Security Force	15,411
- Total		6,75,373		
	Total	16,02,051	Total	16,02,051

RAILWAY BOARD

Organisation

83.7 The Railway Board at present consists of seven members including the Chairman, Railway Board who is ex-officio Principal Secretary to the Government of India. These members are - Member Engineering, Member Mechanical, Member Electrical, Member Staff, Member Traffic and Financial Commissioner - all of whom are ex-officio Secretaries to the Government of India. In 1991 one post of member of the Board was surrendered on account of 10% cut in administrative expenditure and till recently the senior-most member of the Board used to function as the Chairman in addition to holding the charge of the functional discipline to which he belonged. However, the post of the member surrendered in 1991, has since been revived by the Government in December 1996 relieving the Chairman, Railway Board of the functional charge of his discipline. The Board members are assisted by Additional Members in Higher Administrative Grade (Rs.7300-7600) in different functional disciplines. These functions are organised in different directorates which are headed by Executive Directors in Senior Administrative Grade (Rs.5900-6700). The Executive Directors are in turn assisted by Directors, Joint Directors and Deputy Directors. The posts in different directorates of the Board are manned by organised Group 'A' Railway Services Officers and by officers of the Railway Board Secretariat Service.

New Zones

83.8 The Government has recently decided to regroup the existing nine Zones on the Railway system and create following six additional zones:-

i) North Central Railway, Allahabad
ii) South Western Railway, Bangalore
iii) East Central Railway, Hajipur
iv) East Coast Railway, Bhubaneshwar

v) West Central Railway, Jabalpur
vi) North Western Railway, Jaipur

83.9 Earlier, the Railway Reforms Committee(RRC) had recommended creation of four new Zones in 1984 in a phased manner as follows -

Phase one East Central and North Western Railways
Phase two North Central Railway
Phase Three South Western Railway

The Reforms Committee had observed that the Railways should examine the optimality of the size of their existing Zones and Divisions not only on the basis of their work-load, present and anticipated, but also keeping in view the necessity of developing a balanced rail infrastructure to serve the needs of the national economy adequately and efficiently."

83.10 The Committee had recommended creation of new Zones and some Divisions based on the then existing norms of work-load index which for a Railway Zone was taken as 125 and for a Division as 100. The Committee recommended a review of work-load index of a Zone/Division taking into account factors like pressures on management on account of poor law and order environment, an uncongenial industrial relations atmosphere and adverse physical features of the terrain through which a Railway Zone or Division traverses. The Committee further recommended upgradation of norms on account of the impact of modernisation of Railway assets and equipment, complete phasing out of steam traction, modern telecommunication and introduction of computers and management information systems etc., by 2000 AD

Our recommendations

83.11 Our efforts to seek details on rationale and justification of re-grouping of Railway Zones did not elicit any response from the Ministry of Railways. **In our view, the creation of six new Zones at one stroke is likely to increase the cost of administration substantially without commensurate benefits. We recommend that the Government halt the process even at this stage and proceed slowly in the direction of rationalisation of Zones after obtaining expert advice on the subject.**

Chairman' Pay Scale

83.12 The Ministry of Railways has suggested that the pay scale of the Chairman, Railway Board should be appropriate to his status and onerous responsibilities shouldered by him as head of a monolith organisation with annual turnover of above Rs.35,000 crores. The Ministry has proposed that the Chairman being the Principal Secretary to the Government of India, his pay should be at par with that of the Cabinet Secretary. We are, however, of the opinion that no Secretary in government should be granted a salary equivalent to or more than that of the Cabinet Secretary

Our recommendations

83.13 The Chairman, Railway Board should be considered as 'primus inter pares' and all members of the Board granted identical pay. **We, therefore, recommend that the pay scale of the Railway Board members, including that of the Chairman, should continue to be Rs.8000 (fixed) in present terms**

Financial Commissioner Encadrement of

83.14 The Fourth CPC had noted that the posts of the Chairman and members of the Board except the post of Financial Commissioner are filled by officers from the railway services. Considering the need for in-depth knowledge of the

the post for Indian Railway Accounts Service

multi-disciplinary working of the railways as essential for the posts of the members of the Board, with special status of the Financial Commissioner as representative of the Ministry of Finance and professional suitability of the Railway Accounts Officers, the Commission recommended that the post of Financial Commissioner should be filled by an officer of Indian Railway Accounts Service (IRAS)

83.15 The Ministry of Railways has stated that the unique position of the Financial Commissioner, Railways who cannot be overruled in financial matters by the Chairman and has a right to differ even with the Minister for Railways, seeks to confer a great deal of involvement with a high degree of independence on the Financial Commissioner. The Ministry, therefore, has argued that the finance officers of IRAS who have in-depth knowledge of Railway System and great empathy with it, should only be considered for posting against the post of Financial Commissioner, Railways.

Our recommendations

83.16 **We find that although this post now is invariably manned by an officer of IRAS, but occasionally officers of other organised Accounts Services have been posted as Financial Commissioner, Railways. We appreciate the unique position enjoyed by the Financial Commissioner, Railways and recommend that this post be encadred in the IRAS.**

Encadrement of posts for Indian Railway Personnel Service

83.17 The personnel and human resource management, training and manpower planning and management of industrial relations is now acknowledged to be a highly specialised field. This is a particularly difficult field in a large organisation like Railways where employees' unions are highly organised and assertive. The Indian Railway Personnel Service (IRPS) which was constituted in 1976 with recruitment through Civil Services Examination commencing in 1980 has come of age. The status of Group 'A' IRPS officers occupying various positions in different pay scales is as follows:-

Pay Scale Rs.	Position as on 1.1.1994
8000	----
7300-8000	----
7300-7600	01
5900-6700	11
3700-5000	66
3000-4500	77
2200-4000	63
Total	**218**

Observation of CAT

83.18 In the year 1992 an IRPS officer filed an application (OA 1237 of 1992) before the Principal Bench of Central Administrative Tribunal, New Delhi seeking directions of CAT that no officer other than one belonging to the IRPS be appointed to the post of Member (Staff) without first considering officers of IRPS for appointment to the said post and also for considering the applicant for appointment to the post of the General Manager or equivalent on the basis of position in the panel to meet the requirement for manning the post of Member, Railway Board The applicant was appointed as GM but could not be elevated to the post of MS/Railway Board presumably due to short tenure The Hon'ble CAT

made the following observations in the case :

> **"We do not appreciate the argument that while certain posts of Members such as Member (Engineering) Member (Traffic) could be filled only by officers belonging to the relevant services, the post of Member (Staff) is available for Members of any Service commensurate with his seniority as General Manager (Open Line). Having created a special service such as that of IRPS and having got the specific post of Member (Staff), we are not convinced why the post of Member (Staff) should be treated differently from the post of Member (Engineering), Member (Traffic) etc. However, this is a matter where no specific direction is being given at this stage as that would prejudice the disposal of O.A."**

Our recommendations

83.19 The post of Additional Member(Staff) is presently occupied by an IRPS officer. **While the post of Additional Member(Management Services) may continue to be available to all organised Group 'A' services including IRPS, it is quite legitimate that the posts of Additional Member(Staff) and Member(Staff), Railway Board are encadred for IRPS. Similarly, Railway Board should review the availability of posts in Establishment Directorate of Railway Board for IRPS officers keeping in view functional needs and their legitimate expectations. Likewise there is no further need to laterally induct officers into IRPS in view of regular recruitment being done for the service since 1980..**

Creation of post of Member Signal and Telecom

83.20 The corporate objectives of Railways to build up double the existing capacity by 2000AD with 15% reduction in cost of transport in real terms and reduction in incidence of train accidents cannot be achieved without significant technological upgradation of signal and communication systems and a thorough professional management of inventory.

83.21 We have been advised that the improved signaling would result in substantial increase in line capacity which is generally more cost effective than other traditional methods and that with rapid technological developments, the cost advantages would increase further. Similarly, progress in telecom technology has brought about very fast, reliable and cheaper communication facilities. In addition, the related advances in computer technology have brought about a vast potential for improving the productivity of the Railway system. An integrated telecommunication system for Indian Railways, envisages following components:

- Control communication network
- Mobile train radio network
- Telephone network
- Data transmission network
- Emergency network
- Message switching network
- Signalling network
- Workshops/Production Units network
- Yard communication network

Our recommendations

83.22 We are convinced that a futuristic, technologically modern Railway system which can take up the challenges of a growing and globalising

economy, can; however, be realised if professional, intellectual leadership is provided by all functional disciplines in the Railways. The Signal and Telecom Department is not represented on the Railway Board. office **It is high time now that this important discipline be provided a post of the Member in Railway Board so that adequate professional advice on crucial technological issues is available for the apex decision making body. We accordingly recommend that a post of Member(Signal and Telecom), Railway Board, to be manned by an officer of Indian Railway Service of Signal Engineers be created.**

Creation of post of Member, Materials Management

83.23 The resource constraints and need for heavy investments for expansion and modernisation of the Railway system are too well known to be emphasised. The options are limited - the resources need to be conserved, optimally utilised and cost reductions achieved for survival of the system. Three major cost elements in Railways are Staff Cost, Fuel Cost and Material Cost. The material cost needed for operation, maintenance of railways and production of rolling stock etc., is of the order of Rs.6,200 crores per annum. The corporate strategies envisage improved specifications for materials and components resulting in longer effective life, value analysis resulting in lower manufacturing cost, reduced inventory levels, control of wastage and pilferage, more efficient purchase procedures etc. It is expected that this would reduce material cost per traffic unit in real terms. But for these vital professional functions again there is no representative of the Indian Railway Stores Service in the Railway Board.

Recommendations of Estimates Committee

83.24 **The Estimates Committee of Parliament** in their 25th Report (1988) regarding Railway purchases made following recommendations:-

> "At present the purchase of stores and materials at the Board level is being looked after by Member(Mechanical). Defending this arrangement, Chairman, Railway Board pleaded in evidence that a User Department ought to have a say in the matter of Stores and Materials. He was prepared to upgrade the post of Director(Stores) to the level of Adviser but saw no advantage in having a Member(Stores).
>
> The Committee feel that considering the growth in the volume of railway purchases, upgradation of the post of Director(Stores) would not do. There should be Member(Stores) at the Board level to head the Store Organisation in Railways and to provide leadership and guidance. In fact, when much smaller organisations like Ordnance Factories and ONGC do have such an arrangement there is no valid reason why the railways with a purchase bill of Rs.1,747 crores should not have a full-fledged Member in charge of this function. In fact, the Committee understand that Railway Reforms Committee are already thinking more or less on the same lines. The Committee, therefore, urge that this matter may be studied by the Ministry of Railways in depth to see if induction of Member(Stores) at the Board level would bring about greater economy and efficiency in the Railway purchases in particular and Stores Management in general"

Government's response

83.25 The Government responded to this recommendation as under:-

> "Railway Board at present consists of the Chairman, the Financial Commissioner and 5 other Members viz., Member(Traffic), Member(Staff), Member(Mechanical), Member(Engineering) and Member

(Electrical)

The post of Member(Electrical) has been created only recently thus relieving Member(Mechanical) to a certain extent to enable him to devote more attention to Mechanical and Stores functions Hence, at this stage it is not considered necessary to induct an additional Board Member After studying the Board functioning for a few years if further strengthening is considered necessary this aspect will be kept in view"

Recommendations of Railway Convention Comittee

83.26 Subsequently, the **Railway Convention Committee of Parliament** in their Fourth Report (August, 1993) on the subject of 'System of Railway Purchases and Contracts; Acquisition of Stores and Printing; Disposal of Scrap. Coal and Coal Ash', made following observations:-

"Materials Planning and Inventory Management have an important role to play in the efficient working of the Indian Railways. At present, the overall annual purchases of the Railways amount to about Rs.6,200 crores. However, at present inventory functions, including purchasing, tend to be more of observance of rules and regulations rather than analysis of costs. The present system of purchasing tends to compare the lowest acceptable quotation with the last purchase price for the purpose of justification. This weakness on the part of the Railway Board needs to be rectified. The Committee are of the view that the system of material planning and inventory control in Indian Railways need total streamlining. The Committee feel that the scope for value engineering and effecting savings is yet to be explored in the Indian Railways and, therefore, recommended that the Ministry of Railways should introduce the system of cost analysis to establish economy buying. Although, according to the Railway Board, this is a time taking process but this type of analysis should be undertaken for major components like points and crossings, bogies, wagons etc. Absence of cost analysis leads to cartel formation, dictation of prices and cost-plus contracts in the case of purchase of wagons, bogies and other ancillary rolling stock items. Inventory Management is a specialised function and it should be allowed to remain so

After considering the growth in the volume of railway purchases during the last decade, the Committee observe that there is an urgent need for induction of an additional Member at the Board level to provide leadership, guidance in the Stores Department and thereby bringing greater efficiency and economy."

Our recommendations

83.27 **We feel convinced that there should be a Member in the Board to look after Materials Management functions. We recommend that one post of Member, Railway Board to be manned by an officer of Indian Railway Stores Service be created at the earliest.**

Director General, Railway Health Services

83.28 Director General, Railway Health Service is presently in the pay scale of Rs.7300-8000. In accordance with our general approach to grant at least one top most rank post for organised Group 'A' Services and in recognition of the professional role of Railway medical officers, we recommend the pay scale of Rs.8000 fixed for DG, RHS at par with the pay scale of Director General Health

Services. The Non-Practising Allowance @ 25% of the Basic Pay is also recommended to be granted to DG, RHS, subject to the condition that the pay plus NPA does not exceed the pay of the Cabinet Secretary.

Additional Members, Railway Board

83.29 There are 20 posts of Additional Members in the Railway Board including Secretary, Railway Board, in the pay scale of Rs.7300-7600. The Additional Members have to interact with the General Managers of the Zonal Railways and monitor the performance of Principal Heads of the Departments (in the pay scale of Rs.7300-7600) on Zonal Railways. In fact, the Ministry of Railways have recently revived the old designation of Additional Members for these posts which were designated as Advisers. This change, we presume, is not merely in form but also intends to substantially change the role of the erstwhile Advisers to bring following advantages claimed by the Railway Administration:-

i) All technical matters will be finally decided at their level being sufficiently high in railway hierarchy.

ii) This would considerably relieve the members of the Railway Board of the routine file work;

iii) This will motivate PHODs to serve as Advisers in the Railway Board;

iv) This will give a sense of purposefulness and direction in the top echelons of Management in Railway Board.

Our recommendations

83.30 We are of the opinion that the pay scale of the Additional Members should be suitably fixed keeping in view this change in their role as well as the pay scale of General Managers of Zonal Railways which has been recommended by us in subsequent paras in this Chapter. We accordingly recommend that the pay scale of Additional Members of the Board be improved from Rs.7300-7600 to Rs.7600-8000 in present terms at par with that of General Managers of Zonal Railways.

Other senior posts:

83.31 The Ministry of Railways has informed that the posting of Group 'A' officers in Railway Board's office is a tenure posting and officers are selected after a due process of screening. Officers in Senior Administrative Grade are designated as Executive Directors. The Ministry is of the opinion that since the Executive Director is lower in status than Director in the Board of Directors in public and private sector companies, it would be desirable to grant the secretarial status to SAG officers in the Ministry and designate them as Executive Directors and ex-officio Joint Secretaries to the Government of India. However, due to exclusion of the tenure posts in the Ministry of Railways from the Central Staffing Scheme and dual nature of functions of a semi-commercial executive board and that of the Government being performed by the officers, we do not recommend any change in the designations of Senior Administrative Grade and lower grade posts in the Railway Board. The revised pay scales as recommended for Group 'A' posts in general would be applicable to these posts as well.

Security of tenure of officers

83.32 Some instances of abuse of authority in curtailing and at times extending the tenure of officers of Railway Services posted in Railway Board have been brought to our notice. We have carefully considered this issue in the larger perspective of securing the interests of the Government as well as of the

professionally upright bureaucrats. In order to check arbitrariness and corruption in higher echelons of Government, we recommend as under -

(i) The tenure of officers posted on deputation in Railway Board must not be curtailed except in case of proven misconduct or doubtful integrity;

(ii) In case of misconduct or doubtful integrity, the officer must be charge-sheeted and his or her tenure curtailed only after approval of full Board, which should consider the issue in a formally convened meeting of the Board.

(iii) The tenure of an officer should not be extended under any circumstances.

Railway Board Secretariat Service

83.33 The Association of Railway Board Secretariat Service (RBSS) has made following important demands:

Modelled on lines of Central Secretariat Service, RBSS should be treated at par for promotions

- The posts upto Executive Directors in General/Non-Technical (i.e. other than "functional") Directorates in Railway Board should be filled by RBSS Officers.

- The posts of 'Directors' should be made "Non-functional" and termed as "Selection Grade" and given to Senior Deputy Secretaries/Joint Directors of R.B.S.S. with certain years of service, as is the practice already for other than Secretariat Officers.

- The posts of Directors and Executive Directors, to the extent identified to be manned by RBSS Officers, should be encadred and thus made part of the strength of the RBSS and notified under the R.B.S.S. Rules, 1969.

- At least one post in the Additional Secretary's Grade, should be earmarked for RBSS officers.

Comments by the Ministry

83.34 The Ministry of Railways in response to the demands made by the Association, has stated that the work distribution in Railway Board is on a functional basis, wherein the Directorates are headed by officers in Senior Administrative Grade (Executive Directors) from various organised Railway Services. The Executive Directors are assisted by Directors, Joint Directors and Deputy Directors.

Recommendations of Railway Reforms Committee

83.35 The Ministry has noted the important and crucial role of this Service as earlier remarked upon by the Railway Reforms Committee in March, 1995.

"The Railway Board performs two functions, viz. Executive and Secretariat. Both have their important role to play in the decision making process. The executive side is mostly and rightly so manned by Railway Officers from the field. On the Secretariat side, there is a happy combination of both the field officers as well as Secretariat Officers.

Modelled on the pattern of the Central Secretariat Service (CSS), the Railway Board Secretariat Service (RBSS) came into being in 1953-54. Since then the service has gone through a process of evolution, and has come into its own with the expansion of the Railway Board and an increase in the workload of the Secretariat. Presently it is a full grown service. The contribution of this service is often, through a lack of appreciation, overlooked when it is criticised about its professional background. The service does maintain a continuity of knowledge and information in the administration. This is vital, particularly as executives from the field cannot permanently come to the Railway Board, and in the very nature of things' will have to come and go'. It is the RBSS which maintains a link over the years. It is, therefore, necessary that the importance of this service is appreciated, and conditions are created to improve its effectiveness, professionalism and perspective, and their present state of stagnation and frustration is reduced if not eliminated. It is also necessary to remove the element of insularity and bring about affinity and cohesion with the mainstream of the Railways."

Steps taken by Ministry

83.36 In pursuance of RRC's remarks, the Ministry of Railways has taken measures to improve the promotion prospects of RBSS. Seven posts of Directors in the pay scale of Rs.4500-5700 have been made available to the Service. In addition, five officers of this Service had been promoted in the past as Executive Directors in the pay scale of Rs.5900-6700 by transferring five posts in this grade from the Zonal Railways.

Recommendations of Ministry

83.37 The Ministry of Railways has recommended that five posts in Senior Administrative Grade (Rs.5900-6700) and one post in Higher Administrative Grade (Rs.7300-7600) may be provided for Railway Board Secretariat Services without disturbing the inter se position with regard to Group 'A' organised Railway Services and also to enable transfer back of the five posts in SA Grade to Zonal Railways.

Our recommendations

83.38 We have examined the issues and make the following observations and recommendations:-

I) The Railway Board Secretariat Service Association has been demanding exclusive reservation of posts in some Directorates which the Association considers are of non-technical nature. We would like to recall the observations of Third CPC in this regard:-

> **"We find it difficult to suggest exclusive reservation of certain broad categories of posts for Secretariat Service officers because knowledge and experience of field conditions is essential for manning most posts in the higher echelons of the Railway Board and Secretariat Officers without the benefit of field experience may find it difficult to cope with the problems which arise in the field and to suggest practical solutions as the Board is often called upon to do. Of course, where field experience is not an essential pre-requisite, Secretariat Service officers may be given opportunities to hold these posts."**

We agree with the observations of Third CPC and consider that the earmarking of posts in Railway Board Directorate for RBSS is

neither feasible nor in the interest of the Service itself.

ii) The proposed provision/creation of 5 posts in SAG and 1 post in HAG for RBSS should be considered on merits by the Railway Board on functional considerations. This could be done as part of the cadre review which may be conducted immediately even though RBSS is not an organised Group 'A' Service.

iii) 5 SAG posts borrowed from the Zonal Railways should be reverted back to Railways with simultaneous review of RBSS cadre. However, care must be taken to ensure that the existing promotion prospects of RBSS are not adversely affected in any manner.

iv) In the light of present cadre strength (which is quite adequate) and problems of IRPS, the induction of RBSS officers into IRPS should not be allowed.

v) The pay structure and general recommendations with regard to service conditions made for Central Secretariat Service in the relevant Chapter will be applicable to Railway Board Secretariat Service as well.

Editors of Railway journals

83.39 There are two posts of Editors of monthly journals 'Indian Railways', in English and 'Bharatiya Rail' in Hindi, in the pay scale of Rs.3700-5000. The Ministry of Railways has urged that in order to give sufficient incentive for the incumbents of these posts, the pay scale may be appropriately revised upwards These posts are filled by transfer on deputation/transfer or direct recruitment with the qualifications of Master's degree in English/Hindi and ten years' experience in journalistic work in English/Hindi under Government or in a newspaper or news agency, etc. We consider the pay scale of Rs.3700-5000 in present terms to be quite adequate for these posts. However, the incumbents of these isolated posts would be eligible for financial upgradations to higher pay scale(s) in terms of the Assured Career Progression Scheme.

Economic Unit

83.40 The Economic Unit in the Railway Board is a technical division and the officers in this unit are recruited through Union Public Service Commission with special qualifications specific for this division. The unit is headed by a Senior Administrative Grade (Rs.5900-6700) Officer designated as Economic Adviser. This post is encadred in Indian Economic Service. The next lower post of Deputy Economic Adviser in the pay scale of Rs.3700-5000 is not encadred in IES. Ministry of Railways has informed that the normal channel of promotion is available for Group 'B' and Group 'A' posts from Junior Time Scale to Junior Administrative Grade. However, there is no such channel for the post of Deputy Economic Adviser. **We recommend that the post of Deputy Economic Adviser be encadred in Indian Economic Service. This would not only resolve the problem of inadequate career progression for the post of Deputy Economic Adviser but also that of non-availability of non-functional selection grade which has been pointed out by the Ministry. The standard replacement pay scales for Group 'B' and Group 'A' posts in Railways would be applicable for posts in this unit. The officers will also be eligible for financial upgradations in terms of Assured Career Progression Scheme recommended by us.**

Other

83.41 Some organisations which directly function under the Railway

Organisations under the Railway Board

Board are mentioned below -

1) Railway Recruitment Boards
2) Railway Rates Tribunal, Chennai
3) Railway Staff College, Vadodara
4) Office of the Chief Mining Adviser Railways, Dhanbad

These have been discussed below :-

RAILWAY RECRUITMENT BOARDS

Chairman, Member Secretary

83.42 There are nineteen Railway Recruitment Boards located in different cities of the country for recruitment of Group 'C' employees in Railways. The pay scales of the Chairman and the Member Secretary of a Recruitment Board are Rs.4500-5700 and Rs.3700-5000 respectively. The post of the Chairman is filled either by a public figure or a retired/serving Railway Officer. The Member Secretary invariably is a deputationist from Railway Services. We feel that the pay scale of the Chairman is inadequate for his status and responsibilities. **We accordingly recommend that this pay scale be upgraded from Rs.4500-5700 to Rs.5900-6700 in present terms. No change, however, is recommended in respect of the pay scale of the Member Secretary.**

Assistant Secretary

83.43 The Assistant Secretary of a Recruitment Board is presently in the Group 'B' pay scale of Rs.2000-3500 which has since been replaced with the pay scale of Rs.2375-3750 in Railways. **We recommend that the standard Group 'B' pay scale of Rs.2500-4000 in Railways be granted for this post.**

Other posts

83.44 All other posts in the Recruitment Boards are in standard pay scales applicable to Group 'C' and 'D' staff in government. The standard replacement pay scales recommended by us for such posts will be applicable to posts in Recruitment Boards as well.

RAILWAY RATES TRIBUNAL, CHENNAI

Higher posts

83.45 The Railway Rates Tribunal consists of a Chairman who is a serving or retired judge of a High Court or Supreme Court of India and two members one of whom (Member Rates) has special knowledge and experience of the commercial working of the Railways and the other (Member Economic) is a person who has special knowledge of the commercial, industrial or economic conditions of the country. The Secretary of the Tribunal is a Junior Administrative Grade Officer posted from the Zonal Railways. The pay scale of the Chairman is Rs.9000/- or Rs.8000/- fixed depending on whether he is a Judge of Supreme Court/Chief Justice of High Court or a puisne Judge of the High Court as the case may be. The pay scale of Members is Rs.5900-6700. **We do not recommend any change in the pay scale of Chairman, Members and the Secretary.**

Other posts

83.46 Other posts in the Board are comparable to standard Group 'C' and 'D' posts in Railways. These include seven posts of Law Assistant in the pay

scale of Rs.7600-2660. We recommend that the pay scales as suggested by us for identical categories in Railways be made applicable to posts in the Rates Tribunal.

RAILWAY STAFF COLLEGE, VADODARA

Higher posts

83.47 The Railway Staff College is a centralised training institute for all Railway Probationary Officers belonging to various Railway Services. The college conducts the Foundation Course and Refresher Courses for all officers. The training of Probationers of the three Civil Services is also centralised in the Staff College, while the professional courses for Engineering Services are conducted in separate individual institutions set up for this purpose. The College is headed by a Principal who is of the status of a General Manager of a Railway in the pay scale of Rs.7300-8000. The Vice Principal and other Senior Professors are in the pay scale of Rs.5900-6700. Other professors are in the standard Group 'A' pay scales of Rs.3000-4500 and Rs.3700-5000. **We consider that the pay scales of Senior Professors and Professors our adequate. However, the pay scale of the Principal may be upgraded to Rs.7600-8000 in present terms in accordance with are general recommendation on the pay scale of the General Manager of a Zonal Railway.**

Other posts

83.48 **With regard to Group 'C' posts, the standard replacement pay scales recommended by us for identical categories on Railways would be applicable in the Staff College as well. The posts of Hostel Superintendent and Campus Superintendent are in the pay scales of Rs.2000-3200. This has been recommended to be replaced in general with the rationalised pay scale of Rs.2000-3500 by us. The provisions of Assured Career Progression Scheme recommended will be applicable to posts in Staff College as well.**

OTHER TRAINING INSTITUTIONS

83.49 There are four training institutions as mentioned below for Group 'A' Engineering Services in Railways :-

1) Indian Railway Institute of Civil Engineering (IRICEN), Pune.
2) Indian Railway Institute of Electrical Engineering (IRIEN), Nasik Road.
3) Indian Railway Institute of Signaling Engineering and Telecommunication (IRISET), Secunderabad
4) Indian Railway Institute of Electrical and Mechanical Engineering (IRIME), Jamalpur

Higher posts

83.50 The Directors and Sr. Professors of Training Institutions for Group 'A' officers are in the pay scales of Rs.5900-6700 and Professors, Associate Professors in standard Group 'A' pay scales of Rs.3700-5000 and Rs.3000-4500. While the pay scales for the posts of Senior Professors and Associate Professions are quite adequate we have considered the pay scale of the posts of Director in the light of crucial importance of training of Engineers in the chapter on Engineering Services **We have recommended upgradation of the pay scale of Directors**

of all the institutions from Rs.5900-6700 to Rs.7300-7600 in present terms

83.51 There are some posts of directly recruited instructors in these Centralised Training Institutions.

The profile of these directly recruited instructors in IRISET and other centralised training institutions is as follows :-

Pay Scale Rs.1400-2300
Method of Recruitment : Promotion 50% from Electric Signal Maintainer Grade I in the pay scale of Rs.1320-2040.

Direct Recruitment 50% : Diploma in Engineering/Mechanical Engineering/ Electronics or B.Sc

Our recommendations

83.52 **We recommend that the pay scale of these instructors be upgraded to Rs.1600-2660 in keeping with our general recommendations on the payscales of diploma engineers.**

Ex-cadre Instructors

83.53 These directly recruited Instructors will be eligible for promotions under the ACP scheme recommended by us. In addition some of the following posts of instructors which are filled at present on ex-cadre basis from staff of Zonal Railways, can be made available to directly recruited instructors, with the payscales mentioned against each post:-

	Pay Scale (Rs.)		
	Existing	Proposed	Remarks
Instructor (ex-cadre)	1600-2660	1640-2900	As the feeder post stands Upgraded
Instructor (ex-cadre)	2000-3200	2000-3500	Rationalisation of payscale
Instructor (ex-cadre)	2375-3500	2375-3750	- do -

Cadre posts of Instructors

83.54 **There are cadre posts of instructors in identical pay scales. The pay scales as recommended for ex-cadre posts will also be applicable to cadre-posts.**

OFFICE OF THE CHIEF MINING ADVISER, DHANBAD

83.55 This organisation has two wings - Loco Coal Inspection Wing and Mining Safety Wing. While the Coal Wing is responsible for procurement and inspection of coal, the Mining Wing regulates the coal mining and ensures safety of railway undertakings in the mining area. Chief Mining Adviser also represents Railways in various forums concerned with production, distribution and consumption of coal. The Ministry of Railways has informed us that the Coal Inspection Wing is due for closure in 1997 on account of phasing out of steam traction from Indian Railways. The staff of this Wing would be suitably re-deployed.

Our

83.56 **We recommend rationalisation of the pay scale of Chief**

recommendations **Mining Adviser Grade II from Rs.5100-5700 to Rs.5100-6150 in present terms. In respect of other Group 'A' posts, standard replacement pay scales recommended by us, would be applicable. All other Group 'C' and Group 'D' posts in this organisation will carry standard replacement pay scales recommended by us for identical categories in Railways.**

RESEARCH DESIGNS AND STANDARDS ORGANISATION (RDSO)

Functions

83.57 The RDSO is an attached office of the Railway Board and functions as the advisor and consultant to Railway Board, Zonal Railways, Production Units and other Railway users on technical matters. The organisation is mainly involved in development of new and improved equipment and systems with a view to achieving maximum efficiency, safety and economy in their performance. The important activities of the organisation thus are- research, primarily of an applied nature, design and standardisation, technical advice, service/maintenance engineering, inspection of all items of developmental stores and development of substitutes for imported equipment.

Organisation

83.58 RDSO is headed by a Director-General who is of the status of General Manager of a Zonal Railway. The personnel in RDSO are either directly recruited or drawn from Railways for fixed tenures. The directly recruited personnel are mainly non-gazetted personnel and Junior Officers of RDSO The existing manpower is distributed as under:

Category	Technical Directorates	General Administration	Total
Group 'A'	183	8	191
Group 'B'	123	212	335
Group 'C'	1767	373	2140
Group 'D'	—	1003	1003
Total	2073	1596	3669

Status as an Attached Office and recognition as a Scientific and Technical Organisation

83.59 There is a long standing demand of the employees of RDSO for recognition of this organisation as a Scientific and Technical Organisation and a dispute on its attached status. The Fourth CPC had opined that it was a matter for the department to examine and take a decision.

83.60 The Ministry of Railways has informed us that the dispute on the status of RDSO has not yet been resolved and it continues to be treated as an Attached Office of the Railway Board. In our opinion, the status of RDSO as an attached or subordinate office may not make much of a difference from the point of view of the organisation's functional autonomy since the Director General, RDSO enjoys the pay scale, status and powers of a General Manager of a Zonal Railway.

Our recommendations

83.61 A scientific institution has been defined as an institution which has been set up with the goal of pursuit of excellence in fundamental/basic and applied research, experimental development and R&D activity directly linked to these. We

recommend that RDSO with its research activities of primarily applied nature and development of designs should be recognised as a scientific institution retaining its status as an attached office of the Railway Board. Its attached' status facilitates its role as a 'technical arbiter' in matters of designs and specifications, particularly in respect of safety items manufactured/procured on the Railways.

R&D Professionals

83.62 R&D activities would acquire crucial importance in the emerging economic scenario in the country. RDSO's role should define its status and structure. Its functions, other than research and development, viz., inspection, technical advice, service/maintenance engineering and vendor development for safety items etc., can be off-loaded to some other agency. **RDSO can thus evolve into a purely research and development organisation. The organisation should also build a core of Group 'A' R&D professionals. Such an institution should be given its legitimate status as a 'scientific institution' with all the consequential benefits being recommended by us for R&D professionals in the Government.**

Group 'C' and Group 'D' posts

83.63 We have examined the recruitment qualifications of posts in RDSO in great detail. The Group 'C' posts corresponding to those in Zonal Railways such as Inspectors, Technical Assistants, Draftsmen, Chargemen, Design Assistants and Research Assistants, etc., are generally filled by transfer from Zonal Railways or by promotion. In the category of Research Assistants, however, there is part direct recruitment of Diploma Engineers in the initial pay scale of Rs.1400-2300 and of Degree Engineers /Post Graduates in Science in the pay scale of Rs.2000-3200 to the extent of 20 percent of posts. Further, in the Chemical and Metallurgical Directorate, only Degree holders in Metallurgy or Chemical Technology are recruited as Research Assistants. We have thus carefully examined the scientific and technical cadres in the organisation in the light of recruitment qualifications, need to maintain parity with similar categories on Railways, general pay structure for scientific and technical categories recommended by us and our recommendation above for recognition of RDSO as a scientific and technical organisation. We recommend the following pay scales for different posts in the organisation:-

Designation	Pay Scale		Recommended	Remarks
	Existing (Rs.)	Proposed (Rs.)	Revised Designation	
(i) Laboratory Assistant	975-1540	975-1540	Lab. Assistant Grade II	No change except standard designation
Electronics Technician	1320-2040	1320-2040	Lab. Assistant Grade I	-do-
Junior Research Assistant/ (JRA) (except Metallurgy and Chemical)	1400-2300	1600-2660	Scientific Assistant Gr.II	Scale given to diploma engineers elsewhere
Senior Research Assistant/ (SRA)	1640-2900	1640-2900	Scientific Assistant Gr.I	No change, except standard designation
Chief Research Assistant (CRA)	2000-3200	2000-3500	Scientific Supervisor Gr.II	Rationalised pay-scale & standard

				designation
		2375-3750	Scientific Supervisor	To bring parity with Diploma Engineers on Railways
(ii) Psycho Technical Cell				
Lab. Assistant(Psychology)	975-1540	The post be abolished and the present (one post) incumbent be placed in the payscale of Rs.1640-2900		keeping in view the the functions and direct recruitment qualification of post graduation in Psychology
Junior Scientific Research Assistant(JSRA)	1400-2300	1640-2900	Scientific Assistant Gr. I	Direct recruitment should be made at this level
Senior Scientific Research Assistant(SSRA)	1640-2900	2000-3500	Scientific Supervisor Gr. II	Next higher scale
Chief Scientific Research Assistant(CSRA)	2000-3200	2375-3750	Scientific Supervisor Gr. I	Next higher scale
(iii) Metallurgy and Chemical Directorate				
Junior Research Assistant (JRA)	1400-2300	2000-3500	Chemical/ Metallurgical Supervisor Gr. II(Research)	As there is direct recruitment of graduate engineers
Senior Research Assistant (SRA)	1600-2660	2375-3750	Chemical/ Metallurgical Supervisor Gr. I(Research)	Next higher scale
Chief Research Assistant (CRA)	2000-3200	2500-4000 (to be merged with the existing Gr.'B' post of Asstt. Research Officer in M&C Dte.)	Scientific Officer (Metallurgy/Chemical)	Next higher scale

As a consequence of the changes above, following pay scales are recommended for officers in M & C Dte of RDSO.

Designation	Pay Scale		
	Existing	Recommended (Rs.)	
Asstt. Research Officer(Chem./Met.) (63)	2000-3500	2500-4000	Next higher scale to Superviser Gr. I
Dy. Director/Chemical, Metallurgy (22)	3000-4500	3000-4500	No change
Jt. Director/Chemical , Sr. Chemist and Metallurgist (10)	4100-5300	4500-5700	Rationalised payscale
Additional Director(M & C) (01)	5100-5700	5100-6150	Rationalised payscale
Director (M & C) (01)	5900-6700	5900-6700	No change
(iv) Senior Technical Assistant(STA)	1600-2660	1640-2900	Technical Asstt. Gr. I Feeder post payscale upgraded
Chief Technical Assistant(CTA)	2000-3200	2000-3500	Tech. Supervisor Gr.II Rationalised Scale
	—	2375-3750	Tech. Supervisor Gr.I To maintain parity

(v) Design Staff				
Junior Design Assistant(JDA)	1400-2300	1600-2660	Design Assistant Gr. II	Diploma holder
Senior Design Assistant(SDA)	1600-2660	1640-2900	Design Assistant Gr. I	Next higher scale
Chief Design Assistant(CDA)	2000-3200	2000-3500	Design Supervisor Gr.II	Rationalised scale
		2375-3750	Design Supervisor Gr.I	To maintain parity with Railways
(vi) Ex-Cadre Posts				
Console Operator	1600-2660	1640-2900		
Chief Research Assistant(CRA) (Hardware, Software)	2000-3200	2000-3500	Scientific Supervisor (Hardware, Software)	Rationalised pay-Scale
Data Processing Superintendent	2000-3200	2000-3500		-do-
Assistant Programmer	2375-3500	2375-3750		A feeder grade has been upgraded

Other categories which are identical with those on Railways should be granted replacement pay scales as well as revised designations wherever recommended as on Railways. Similarly, Workshop categories be given the pay scales recommended by us in the Chapter on 'Workshop Staff'.

Group 'D' posts

83.64 Group 'D' posts in RDSO are presently in the pay scales of Rs.750-940, Rs.775-1025 and Rs.800-1150. The standard replacement pay scales recommended by us for Group 'D' posts in Railways will apply to posts in RDSO as well.

ZONAL RAILWAY MANAGEMENT

Organisation

83.65 The Zonal Railways, their constituent Divisions and Production Units are organised into functional departments. The Departments of the Railways are:-

i) Commercial
ii) Transportation(Operating)
iii) Civil Engineering
iv) Electrical Engineering
v) Mechanical Engineering
vi) Finance and Accounts
vii) Signals and Telecommunications
viii) Stores
ix) Security
x) Medical
xi) Personnel

In addition, there are Planning , Public Relations and Vigilance Branches in each Zonal Railway.

Group 'A' Services

83.66 There are following Group 'A' organised Services in the Railways:-

Engineering Services

i) Indian Railway Service of Engineers (IRSE)
ii) Indian Railway Service of Mechanical Engineers (IRSME)
iii) Indian Railway Service of Electrical Engineers (IRSEE)
iv) Indian Railway Service of Signal Engineers (IRSSE)
v) Indian Railway Stores Service (IRSS)

Civil Services

i) Indian Railway Traffic Service (IRTS)
ii) Indian Railway Accounts Service (IRAS)
iii) Indian Railway Personnel Service (IRPS)

Medical Service

Indian Railway Medical Service (IRMS)

Recruitment

83.67 The recruitment for "Group A" Engineering Services is made through Combined Engineering Services Examination and for Medical Service through Combined Medical Services Examination conducted by the Union Public Service Commission. The recruitment for Civil Services and for Junior Time Scale posts in the Security Department is made through Combined Civil Services Examination conducted by the UPSC.

83.68 The general issues pertaining to organised Group 'A' Civil and Engineering Services and Medical Service have been discussed by us in relevant Chapters. Similarly, issues on Railway Protection Force have been discussed in the Chapter on Central Police Organisations. However, issues which are peculiar to Railways and pertain to general posts have been covered in this Chapter

General Management and Heads of Departments

83.69 A Zonal Railway is headed by a General Manager who is supported by Additional General Managers, Principal Heads of Departments and Divisional Railway Managers. The pay scales attached to the posts are as follows:-

Post	Pay Scale (Rs.) Existing
General Manager (including GM Construction)	7300-8000
Addl. General Manager	7300-7600
Principal Head of Department/ Chief Administrative Officer (Construction)	7300-7600
Head of Department (including Senior Deputy General Manager)	5900-6700
Divisional Railway Manager	5900-6700
Additional Divisional Railway Manager	5900-6700

Views of Ministry

83.70 It has been argued by the Railways management that there has been a phenomenal increase of workload on all fronts in the Indian Railways during the Seventh and Eighth Plan periods, after the report of the Fourth CPC was submitted. The growth of the organisation has not kept pace with the increase in the traffic carried by the Railways. There has also been substantial stagnation at the senior managerial level which is reported to be causing lot of disaffection and is proving counter-productive. The Railway Administration has pointed out the

following distinguishing features of rail transport to be kept in view while deciding salaries of senior managers and heads of departments in the Railways :

i) Rail transport is generated on real time basis. As in the case of power, it cannot be stored and traffic once lost is lost for ever.

ii) The network is vast and spread throughout the length and breadth of the country and has to encounter adverse situations like civil strife, political protests like "Rail Roko", accidents and breaches due to natural causes like monsoons, and cyclones, and man-made problems like extremist violence.

iii) The Railways is a highly visible symbol of the Central Government, which touches the common man in every walk of life in all parts of the country.

iv) The Railways is a labour intensive organisation. There are roughly 16.2 lakh railway employees, as against a total of about 13,500 officers (excluding Security and Medical cadres). The ratio is almost one officer for every 120 men.

v) Railway transportation requires inter-disciplinary coordination at all levels in the field, which is without any parallel in any other industry. The distinguishing characteristics of Railway transportation make it obligatory for the Ministry of Railways to get involved in numerous line functions on day-to-day basis.

vi) The involvement of the Ministry in line functions puts tremendous pressure on Zonal and Divisional Railway Management.

Our recommendations

83.71 **We have considered the above facts and are of the opinion that the problem of stagnation at senior managerial levels should be urgently addressed by the government by expediting the cadre review of Group 'A' Services which is reported to be pending since 1991. Likewise the suggestion made to us that each department in Zonal Railways should be headed by a Principal Head of the Department in the pay scale of Rs.7300-7600 should be examined at the time of the cadre review exercise. We feel convinced that the pay scale of General Manager needs to be improved. We accordingly recommend that the pay scale of this post be revised to Rs.7600-8000 in present terms. We do not recommend any change in the pay scale of other posts mentioned above.**

Workshop Managers

83.72 There are forty six major and minor workshops on Zonal Railways for the repairs and maintenance of rolling stock, plant and equipment. In addition to normal repair and maintenance activities, some major workshops also manufacture railway wagons. The workshop managers are in standard Group 'A' Senior Administrative and Junior Administrative pay scales, depending upon the size and workload of the Workshop. Replacement pay scales as proposed in general would be applicable to these posts.

Personnel/ Finance Officers

83.73 **We find that some workshops which are headed by an SAG Engineering Officer have been provided with the posts of Personnel and Finance Officers in senior scale only. This gap between executive and personnel/finance levels is a serious impediment in professional functioning**

of Personnel and Finance Branches, particularly since Senior Time Scale promotion is made just after four years of service (which includes two years' probation). This is a serious anomaly which must be removed. We recommend that the Railway Administration review the situation and consider suitable upgradation of posts of personnel and finance officers of these workshops.

Temporary Officers (appointed between 1955 - 1967)

83.74 . The Association of Temporary Officers on Railways have brought to our notice their long standing demands with regard to confirmation, promotions with retrospective effect and counting of temporary service for pensionary benefits The Ministry of Railways in a brief resume indicating the genesis and current status of the problems pointed out by temporary officers, have informed us as under -

"A number of purely temporary posts had to be created for construction and development programmes of the Railways under Five Year Plans. By their very nature these posts were to be of a shorter duration and were intended to be given up as soon as the construction work was completed. It was not possible to fill these posts by making recruitment in the normal manner through the annual competitive examinations held by the UPSC. There were also not adequate number of Class III staff available for promotion to Class II as Assistant Engineers. In view of this special situation, it was decided in consultation with the UPSC that recruitment of Temporary Assistant Engineers should be resorted to against these temporary posts. As the said Temporary Assistant Engineers were not intended to be recruited to the Established Services, it was decided that the normal age limit prescribed for direct recruits would be relaxed and that there need be no competitive written test. The candidates were, therefore, selected only on the basis of interview conducted by the UPSC. They were appointed to Gazetted railway service neither in Group 'A' nor Group 'B', although they were allowed the scale of pay then applicable to officers who are directly recruited on the basis of annual competitive examinations held by the UPSC. The other terms and conditions of their appointment were that (i) they would be eligible for consideration for promotion to the senior scale; (ii) they might be considered for permanent absorption in Group A Junior Scale of the respective established service against a specified quota of vacancies to be set apart for this purpose, the absorption being made on the basis of a selection by a Departmental Promotion Committee presided over by a Member of the UPSC; and (iii) they would count seniority in the Junior Scale of the respective service of their absorption from the date they were absorbed in this scale. the Temporary Assistant Officers duly accepted all the terms and conditions stipulated in their appointment letters before they joined railway service. Notwithstanding the above mentioned stipulation in regard to fixation of their seniority, the Government took a liberal view at a later date and decided to fix their seniority on absorption in the Junior Scale after giving them weightage on the basis of half the length of service counted from their date of joining service as Temporary Assistant Officers (unclassified) to the date of their absorption to Junior Scale subject to a maximum weightage of five years "

Court verdict

83.75 A few Temporary Assistant Officers filed Writ Petitions [Nos 147-151 of 1976 with SLP(civil) No 7905 of 1979] in the Hon'ble Supreme Court raising questions relating to various service matters pertaining to them including classification, confirmation, seniority, promotion, etc. This case was filed by them in a representative capacity. The Hon'ble Supreme Court held that the service comprising the Temporary Assistant Officers and Indian Railway Service of

Engineers (Class I) started separately and never became one Having regard to objects of recruitment of Temporary Assistant Officers, methods of their recruitment, and other relevant aspects, the Court held that the Temporary Assistant Officers were a class apart from the Indian Railway Service of Engineers, Class I and that there was no question of entitlement of equal rights with the latter The Court held that the seniority of Temporary Assistant Officers would ordinarily be reckoned from the dates of their absorption into the Railway Service of Engineers as had been promised in their letter of appointment. The court noted that the Temporary Assistant Officers were being given weightage of half of their length of service as Temporary Assistant Officers, subject to a maximum of five years. A review petition filed was then dismissed

83.76 Some of the direct recruits have gone to various courts against the bulk absorption of Temporary Assistant Officers in 1979 and weightage given to these officers in seniority

83.77 Federation of Directly Appointed Officers (suppressed) of the Indian Railways representing Temporary Assistant Officers went to the Supreme Court again claiming seniority in Group 'A' from the date of their initial appointment to the railway service.

Reorganisation

83.78 The Hon'ble Supreme Court by an order dated 14.8.1987 directed that the possibility of giving additional benefits to ex-cadre officers (erstwhile Temporary Assistant Engineers/Officers, later absorbed in regular Class I (Group A) services), be explored without adversely affecting the interests of the Cadre Officers (Direct Recruits) and in this context this Hon'ble Court referred to the reorganisation of the services which was then being contemplated.

83.79 The reorganisation as carried out has given substantial benefits to the erstwhile Temporary Assistant Engineers/Officers without causing any detriment to the cadre officers i.e. direct recruits as shown by the statistics below:- Grade-wise position of erstwhile Temporary Assistant Officers as available on 1.11.1987, 1.3.1990 and 1.9.1990

	Number			
	As on 1.11.87	As on 1.3.90	As on 1.9.90	Remarks
A. Senior Administrative Grade(Rs.5900-6700) equivalent to Joint Secretary to Government of India	35	54	56	
B. Selection grade (Rs.4500-5700) equivalent to Director's grade in Government of India	Nil	201	199	
C. Junior Administrative Grade (Rs.3700-5000) equivalent to Deputy Secretary to Government of India	345	33	33	
D. Senior Scale (Rs.3000-4500) equivalent to Under Secretary to Government of India	N.A	N.A.	N.A.	Number is negligible.

Our recommendations

83.80 The Supreme Court had on 18th June, 1993, agreed with their judgment in Katyani Dayal's case and held that the question of equality had been settled once and for all. We find that the temporary officers have been given a fair deal by the Railway Administration The issues in respect of

confirmation, promotions with retrospective effect and counting of temporary service for pensionary benefits etc., have been finally settled by the Honourable Supreme Court in its verdict of June, 1993. No further action is, therefore, recommended.

Group 'B' Officers

83.81 The Federation of Indian Railways Promotee Officers has made following important demands:-

i) Abolition of two-fold(Group 'A' and Group 'B') classification of gazetted cadres.
ii) Removal of discrimination in pay scale vis-à-vis Junior Time Scale Group 'A'.
iii) Forty percent quota of Group 'B' officers in Group 'A' posts.
iv) Restoration of concordance table method for pay fixation.
v) Grant of incentive for acquiring higher professional qualifications.

Classification of gazetted posts

83.82 We have recommended abolition of Gazetted and Non-gazetted classification in general and have proposed a revised scheme of classification of posts in government based on functions. This would, to some extent, meet the demand of the Federation for abolition of two-fold classification of gazetted cadres.

Parity of pay scale with Group 'A' Junior Time Scale

83.83 The Federation, in their memorandum as well as at the time of oral evidence before us, has emphasised that in Railways, Group 'A' Junior Time Scale and Group 'B' posts are inter-changeable and the incumbents of these posts perform identical functions. They have thus demanded that Group 'B' officers be granted Group 'A' Junior Time Scale of Rs.2200-4000. At present the Group 'B' posts are in the pay scale of Rs.2375-3750. The Railway Administration has informed us that the Group 'B' Officers Federation filed a case in the Principal Bench of the Central Administrative Tribunal, New Delhi and that the Tribunal in their verdict in July, 1993 (O.A. No.371/87) had rejected the claim of the Promotee Officers for the same rank or pay as Group 'A' officers when they work against the same posts of Assistant Officer on the Railways. The Tribunal also directed the Railway Administration that Group 'B' Assistant Officers who were then placed in the pay scale of Rs.2000-3500 must be given a higher pay scale than the maximum scale (Rs.2375-3500) allowed to Group 'C' employees. It was in pursuance of this judgement that the pay scale of Group 'B' Assistant Officers of the Railways has been revised by the Government to Rs.2375-3750. The petitioners later filed a Special Leave Petition No.7640 of 1994 in the Supreme Court against the verdict of the Administrative Tribunal rejecting their demand for parity of pay scale with Group 'A' junior scale. The Supreme Court dismissed the Special Leave Petition in April 1994 in the absence of any representative from the petitioners with the observations that they had looked into the papers and did not find any substance in the petition. The petitioners filed a petition for a review of the April 1994 order dismissing the Special Leave Petition. During the hearing of the review petition the counsel for the petitioners invited the attention of the court to the Report of the Committee "To Study Organisation, Structure and Management Ethos of Indian Railways" (**Prakash Tandon Committee**) submitted in March, 1994, wherein it had been recommended that the distinction between Group 'B' officers and Group 'A' officers be removed. The counsel also invited the Hon'ble Court's attention to the Seventh Report of the Railway Convention Committee of the Parliament on Staff Welfare and Industrial Relations in the

Railways placed in both the Houses of Parliament on August 23, 1994 wherein it was suggested that Group 'B' officers of Indian Railways should be granted the scale of Rs.2200-4000. In response to the statement of the Government counsel that the Reports of these Committees were under consideration of the Government, the Hon'ble Supreme Court dismissed the review petition with the observations that the Government should take expeditious decision in the matter.

Gupta-Narain committee's views

83.84 A Committee of two retired Chairman of Railway Board (**Gupta Narain Committee**) set up in pursuance of recommendations of the Prakash Tandon Committee Report made the following observations on this issue in their report submitted in 1995:-

" An important issue which arises in this context is the need for providing avenue for fulfilment of reasonable aspirations of Group 'B' Officers for promotion to Group 'A' on the one hand, and on the other ensuring that the number of direct recruits in the Group 'A' cadre does not go below a certain level which might dilute the advantages which come from the recruitment of fresh, meritorious graduates through a national competition. In fact those inducted into Group 'A' cadre through promotion from Group 'B' certainly add to the quality of the cadre by adding certain valuable inputs in the totality of the cadre posts, resulting from experience and detailed knowledge, which directly recruited Group 'A' Officers cannot normally do. Similarly, directly recruited Group 'A' Officers bring into the system certain qualities resulting from a merit-based selection of bright students through a national competition which cannot normally be provided by Promotee Officers, exceptions, of course, being there in either of the two cases."

83.85 The Gupta-Narain Committee discussed the grant of Group 'A' Junior Time Scale of Rs.2200-4000 to Group 'B' officers in the Indian Audit and Accounts Department and recommended that the Fifth Pay Commission be requested to consider giving all the Group 'B' officers of the Central Government including Audit and Accounts officers a uniform scale of pay.

Views of Ministry

83.86 The Railway Ministry maintains that successive Pay Commissions after examining this issue have not accepted the demand for parity in the pay scales of Group 'B' and Group 'A' junior scale. The Ministry, after considering the recommendations of the Gupta-Narain Committee referred above, has proposed that a selection grade equivalent to Rs.2200-4000 may be introduced to the extent of not more than 80 percent of the posts manned by Group 'B' officers with minimum three years' service. The Ministry maintains that this selection grade without the status of Group 'A' would meet the aspirations of Group 'B' officers and would remove the disparity which presently exists between officers of Indian Audit and Accounts Department and officers of other departments (except organised Accounts cadres where this concept has already been introduced).

Our recommendations

83.87 We have carefully analysed the arguments for and against grant of pay parity between Group 'B' and Group 'A' junior scale officers and have examined the judgement of Central Administrative Tribunal and recommendations of previous CPCs on this issue. **We agree with the rationale given by the Administrative Tribunal and previous Pay Commissions for not accepting the demand of the Federation.** This rationale is summarised as under:-

Junior Scale/Group 'A' is essentially a post for training and working post

comes only from senior scale.

While the Group 'B' officer often exercises similar statutory powers as Junior Group 'A' officer, the responsibilities he is called upon to discharge are somewhat routine and there is greater degree of supervision.

The intention is to build up the Group 'A' JTS officer while he is still young and to develop his qualities of drive and initiative. On the other hand, the Group 'B' service often marks the culmination of the career of efficient Group 'C' employees.

The merger of Group 'B' with Junior Group 'A' cadre would mean a large addition (30,000 at the time of 3rd CPC) to this base of posts most of which would have been filled by lower standards of recruitment and promotion.

The merger would considerably reduce promotion prospects of directly recruited Group 'A' officers and render that service very unattractive for candidates of right calibre.

The distinct classification of Group 'B' and Junior Scale (Group 'A') is justified and not repugnant to any particular principle.

83.88 **We do not agree with the solution suggested by the Ministry that a selection grade equivalent ot Group 'A' junior time scale be granted to Group 'B' officers with minimum of three years service to the extent of eighty percent of posts manned by Group 'B' officers. We have considerably improved the pay scale of Group 'B' officers in Railways and thus reduced the gap between the apex Group 'C' pay scale and Group 'A' junior time scale. We consider this to be adequate.**

Concordance Table Pay Fixation

83.89 The Federation of Promotee Officers has demanded restoration of concordance table method for pay fixation on their promotion to Group 'A' Senior Time Scale. The Ministry of Railways has informed us that there has been an old practice on Railways of making promotions of Group 'B' officers directly to senior scale on an officiating basis prior to their substantive induction in junior scale. According to the Ministry, this arrangement is necessitated due to occurence of a large number of temporary and work-charged vacancies in senior scale and shortfall in the number of eligible officers in junior scale for promotion to Senior Time Scale. Such officers are given pay fixation in senior scale as given to junior scale officers. The concordance table method of pay fixation was introduced on the recommendations of the III CPC. The Ministry of Railways extended this benefit of pay fixation to Group 'B' officers on their promotion to senior scale on officiating basis. The pay fixation in such cases used to be done on a notional basis in junior scale and subsequently in senior scale as per the concordance table. This method of pay fixation grants more monetary benefits as compared to pay fixation being done at present under FR 22(1)(a)(i) - erstwhile Rule FR 22C. The Ministry has suggested revival of the concordance table method of pay fixation for Group 'B' officers promoted to senior scale on a regular basis. **We have examined the pay fixation formula under Rule FR 22C in general and have made recommendations to revise the formula in a manner that will give more**

benefit than currently available under this rule. This would cover Group 'B' officers in Railways as well.

Incentive for acquiring higher qualifications

83.90 The Ministry of Railways in accordance with the guidelines issued by the Department of Personnel and Training, has introduced a one-time lumpsum incentive grant scheme with effect from July, 1995, for Group 'B' officers acquiring higher qualification in service. This scheme fulfils the demand made by the Federation and is considered adequate.

Miscellaneous Group 'B' posts

83.91 **The Group 'B' officers of miscellaneous categories like Hindi Officers, Public Relations Officers, Law Officers, etc., will also be entitled to the pay scale of Rs.2500-4000 recommended by us for Group 'B' officers in general.**

83.92 We now consider the pay scales and other issues pertaining to employees in different departments in Railways. While the categories common to different Departments and Ministries have been covered in the relevant Chapters, we make recommendations here on categories peculiar to Railways.

COMMERCIAL DEPARTMENT

83.93 With more than one lakh employees, Commercial Department is the earning department of the Railways. The important functions of this department include booking of passengers, parcel and goods traffic, ticket checking, deliveries of parcels and goods, settlement and prevention of claims on account of damage to goods and parcels in transit, public relations and catering services. The Department also conducts market research. This Department is headed by a Chief Commercial Manager who is an officer of the Indian Railway Traffic Service.

83.94 The main categories of Group 'C' employees of this Department are as follows:-

- Commercial Clerks
- Enquiry-cum-Reservation Clerks
- Commercial Inspectors including Claims Tracers and Inspectors.
- Ticket Checking staff.
- Catering Staff including Catering Inspectors
- Law Branch Staff.

Commercial Clerks

89.95 Two-thirds of the Commercial Clerks are directly recruited in the initial grade of Rs.975-1540 through Railway Recruitment Boards with minimum essential qualification of Matriculation. The remaining one-third are drawn from eligible Group 'D' categories by a process of selection. Twenty five percent vacancies in the higher pay scale of Rs.1600-2660 in the cadre are filled by direct recruitment of Graduate Traffic Apprentices through Railway Recruitment Boards. The Traffic Apprentices undergo a training of two years and on completion of training, they are appointed as Commercial Inspectors or Chief Goods/Parcel/Booking Clerks in this Department. Commercial Clerks have also a channel of promotion to the cadre of Guards and can opt for the cadres of

Enquiry-cum-Reservation Clerks and Claims Tracers and Inspectors. The existing percentage distribution of posts and grades available in the cadre are mentioned below:

	Pay Scales(Rs.)	% age Share
Commercial Clerks	975-1540	20
Senior Commercial Clerks	1200-2040	35
Head Commercial Clerk	1400-2300	25
Chief Commercial Clerks (Goods/Parcel/Luggage Booking)	1600-2660	12
Commercial Superintendent (Coal/Parcel/Luggage Booking)	2000-3200	08

Demands

83.96 The important demands made by this category are in respect of improvement in pay scales on account of multifarious functions performed by them, reclassification of duty roster under Hours of Employment Regulations (HOER) as 'intensive', counting of apprenticeship period as qualifying service for pensionary benefits and grant of hazard, conveyance and cash risk allowances. We find that the initial recruitment scale of Commercial Clerks is slightly better than the comparable category of Office Clerks who are in the pay scale of Rs.950-1500. **We consider that this slightly higher initial pay scale is justified and may be retained in view of the multifarious functions being performed by this category.** We have further examined the pay structure of this cadre in the light of our general recommendations on the pay structure of clerical staff in Subordinate Offices as well as our general approach on the pay scales of graduates who are directly recruited through an open competitive examination. We have also kept in view the rationalisation of existing pay scales discussed by us. **We accordingly recommend the following pay structure for the cadre of Commercial Clerks:-**

Pay scales

Designation	Pay Scale (Rs.)		Remarks
	Existing	Proposed	
Commercial Clerk	975-1540	975-1540	No change
Senior Commercial Clerk	1200-2040	1320-2040	Rationalised scale of pay
Head Commercial Clerk	1400-2300	1600-2660	General pattern in subordinate offices
Chief Commercial Clerk	1600-2660	1640-2900	Due to upgradation of feeder post
Commercial Superintendent	2000-3200	2000-3500	Rationalised scale of pay

Classification under HOER

83.97 The demand for classification/reclassification of duty roster under Hours of Employment Regulations has been made by a large number of categories in Railways. The HOER as provided in the Railways Act is a peculiar condition of service obtaining in Railways. We understand that classification/reclassification under HOER in Railways is a cumbersome and elaborate exercise and has implications on other categories of staff. The exercise involves an indepth job evaluation. The Railway Administration has laid down a procedure for considering classification/reclassification of staff in this respect. **We, therefore, consider that this issue should be settled by the Railway Administration within the framework of established procedure on Railways. This recommendation of ours applies to all categories of Railway employees.**

Apprenticeship period as qualifying service for Pension

83.98 Earlier, the Group 'C' and 'D' Railway employees were required to undergo departmental training before regular employment and the training period in such cases was treated as qualifying service for pension if the training was followed immediately by an appointment. We have received a demand for liberalisation of this rule. We find that the Ministry of Railways has liberalised this rule in March, 1995 to provide that the initial training period would also be counted in cases where the trainee fails to complete the training in one attempt but successfully completes the same in the repeat course, subject to the condition that the period of interruption between the initial training period and repeat course as well as the entire period of repeat course would be treated as 'dies non'. **In view of this decision of the Ministry, no further recommendation is necessary.**

Hazard/Risk Allowance, Conveyance Allowance

83.99 The Association of Commercial Clerks and the recognised Federations of Railway employees have emphasised the risks and hazards involved in handling cash and the inherent risk involved in the public dealing job performed by the Commercial Clerks. They have, therefore, demanded grant of hazard, conveyance and risk allowances for this category. **While we have made general recommendations for grant of transport allowance to all Central Government employees in the relevant Chapter, we are unable to accept the demands for hazard allowance and cash risk allowance.**

Enquiry-cum-Reservation Clerks

83.100 The Railways have, during recent years, introduced a Computerised System of Passenger Reservations. While this has significantly improved the passenger reservation services, the job of the Enquiry-cum-Reservation Clerks is said to have become more intricate and strenuous. There is part-direct recruitment of graduates in the initial pay scale of Rs.1200-2040 in the cadre of ECRCs. The cadre profile of this category is shown below:-

I) 25% by direct recruitment of graduates through Railway Recruitment Board and

ii) 75% promotion by selection amongst Commercial Clerks, Ticket Collectors who have completed 3 years service.

Post	Pay Scale(Rs.)	% age Share
Enquiry-cum-Reservation Clerk	1200-204	40
Enquiry-cum-Reservation Clerk	1400-2300	40
Reservation Supervisor Grade II	1600-2660	12
Reservation Supervisor Grade I	2000-3200	8

Our recommendations

83.101 **As a general principle, we have proposed that in the cadres where graduates are partly recruited through an open competitive examination and the job profile of initial recruitment post is covered by our definition of 'supporting staff', the initial recruitment pay scale be upgraded from existing Rs.1200-2040 to Rs.1400-2300 in present terms. We have further tried to dovetail the revised pay structure of feeder categories in such cadres for determining their pay structure. In accordance with this criteria, we recommend following pay structure and revised designations for Enquiry-**

cum-Reservation Clerks:

Existing Designation	Existing Pay Scale (Rs.)	Revised Proposed Designation	Proposed Pay Scale (Rs.)	Remarks
ECRC	1200-2040	Reservation Assistant Gr.II	1400-2300	Due to part recruitment of graduates.
ECRC	1400-2300	Reservation Assistant Gr.I	1600-2660	Due to upgradation of feeder grade
Reservation Supervisor II	1600-2660	Dy Reservation Superintendent	1640-2900	-do-
Reservation Supervisor I	2000-3200	Reservation Superintendent	2000-3500	Rationalisation of payscale

Induction of medically decategorised personnel

83.102 The Association of ECRCs has represented that they suffer irreparable loss of pay, promotions and seniority due to entry of surplus personnel from other cadres such as Signallers, Assistant Station Masters, Workshop Clerks and Medically de-categorized staff. The Association has demanded that such staff should be declared as junior to regular ECRCs in the cadre. **We, however, feel that due to peculiar nature of employment of certain categories in Railways requiring high medical standards and the administrative necessity to redeploy surplus staff, such induction of staff into different cadres is essential and fully justified. In our opinion it would be unfair not to protect the seniority of such staff.** We have otherwise recommended improvement in the pay structure of ECRCs and also suggested introduction of a general Assured Career Progression Scheme which would ameliorate the grievances of this cadre to a great extent.

Other demands

83.103 The Association has further demanded parity in respect of cadre restructuring with other commercial categories, merger of ex-cadre posts of Publicity/Public Relations Inspectors with the cadre of ECRCs, exclusive promotion channel to Group 'B' posts and allowances for breakfast/refreshment, cash dealing and computer handling. We have considered these demands carefully and make the following observations:-

I) Cadre restructuring in Railways is finalised in consultation with recognised Federations with reference to functional requirements, changes in working environment and need for improving career prospects of staff, etc. **We presume that the Railway administration will carry out a detailed exercise in this respect after our Report is submitted to the Government.**

ii) We find that there are a number of staff categories in Commercial Department which compete for ex-cadre posts in Publicity/Public Relations Branch and promotion to Group 'B' posts. **In our opinion therefore, it would not be fair and just either to merge the ex-cadre posts available to these categories or make an exclusive channel of Group 'B' posts for any one cadre of the Commercial Department.** We also find ourselves unable to accept demands for allowances for items of work which are ingredients of the normal job profile of a category.

Commercial Inspectors including Claims

83.104 The Commercial Inspectors are the supervisory think-tank of the Department. They carry out important functions like market research and

Tracers and Inspectors

development, settlement of claims, clearance of outstanding, investigation of public complaints and inspection of stations. Some of the Inspectors also specialise in the railway freight structure, prepare appraisal reports before opening of new railway lines and out agencies and taking up of projects like gauge conversion and provision of private sidings.

25% of the vacancies in the categories of Commercial Inspectors, Claim Inspectors, Rate-Inspectors, Chief Booking/Parcel/Goods Clerks in Rs.1600-2660 are filled by recruitment of Graduates as Commercial Apprentices as under :-

i) 15% by direct recruitment.
ii) 10% by Limited Department Competition Exam amongst serving graduates in Commercial Department other than Ministerial upto 40 years of age. The number of staff in different categories is as under:-

Cadre Profile

	Pay Scale(Rs.)		% age Share
Commercial Clerk Claims Tracer	Rs.975-1540 Rs1200-2040		
Commercial Inspector Grade IV	Rs.1400-2300	25	
Commercial Inspector Grade III	Rs.1600-2660	15	20*
Commercial Inspector Grade II	Rs.2000-3200	30	45*
Commercial Inspector Grade I	Rs.2375-3500	30	

Eastern & Northern Railway only

Demands

83.105 The recognised Federations of Railwaymen have suggested that the Commercial Inspectors should be placed in two top pay scales only, in order to ensure effective supervision and monitoring of activities under their purview. Posts should be filled by promotion of senior and eligible commercial staff, with no direct recruitment in this cadre. We have carefully examined the recruitment rules and promotion channel of feeder categories, along with the cadre profile of Commercial Inspectors. We discover that there is an elaborate and complex career progression scheme which is functionally essential and a very neat arrangement. Further, due to inter-linkages with promotion channels and pay structure of feeder cadres, it may not be feasible to either abolish direct recruitment of Commercial Apprentices in this cadre or to disturb the existing grade structure. **Accordingly, as a result of changes and rationalisations in the pay structure of feeder cadres and our general approach to grant the initial pay scale of Rs.1600-2660 for supervisory categories wherein there is an element of direct recruitment of graduates, we recommend the following pay structure for the cadre of Commercial Inspectors:-**

Designation	Existing Pay Scale (Rs.)	Proposed Pay Scale (Rs.)	Cadre Structure % age	Mode of Recruitment	Remarks
Commercial Inspector Gr.IV	1400-2300	1600-2660	25	Selection: Written Test	

Commercial Inspector Gr.III	1600-2660	1640-2900	15	75% Seniority 25% DR* *DR 15% through RRB and upgradation 10% departmental graduates of feeder grade	Due to upgradation
Commercial Inspector Gr.II	2000-3200	2000-3500	30	Selection	Rational-isation of payscale
Commercial Inspector Gr.I	2375-3500	2375-3750	30	Selection	-do-

Note: Claims Tracers are proposed to be equated with Senior Commercial Clerks in respect of pay scales.

Our recommendations

83.106 We have noticed certain deviations on some Railways in respect of cadre structure and mode of filling posts. **We recommend that the pay structure and mode of filling posts as suggested above be introduced uniformly on all the Railways.**

Ticket Checking Staff

83.107 The Ticket Checking staff is the most pronounced and sensitive public interface of the Railways. The recruitment is done as follows:-

(i) 66-2/3% by direct recruitment of Matriculates.
(ii) 33-1/3% by promotion from eligible Group 'D' categories.

The cadre strength is currently as follows:

Designation	Pay Scale (Rs.)	%age Share
Ticket Collector/Travelling Ticket Examiner	950-1500	20
Senior Ticket Collector/Senior Travelling Ticket Examiner	1200-2040	35
Head Ticket Collector/Senior Travelling Ticket Examiner/Conductor	1400-2300	25
Travelling Ticket Inspector(TTI)/Conductor	1600-2660	12
Chief Ticket Inspector (Rs.2000-3200)	2000-3200	8

83.108 The Ticket Checking staff have demanded a higher initial pay scale of Rs.1200-2040 and parity of pay scales with Station Masters and Yard Masters. We find that the recruitment qualifications and job requirements for Station Master category are higher compared to those of Ticket Checking Staff. In fact the cadre profile of this category matches the ministerial cadre of a subordinate office. **We accordingly recommend the following pay structure for this category:-**

Pay scales

Designation	Existing Rs.	Proposed Rs.	Remarks
Ticket Collector/Travelling Ticket Examiner	950-1500	950-1500	No change
Senior Ticket Collector/Senior Travelling Ticket Examiner	1200-2040	1320-2040	Rationalisation of payscale
Head Ticket Collector/Senior Travelling Ticket Examiner/Conductor	1400-2300	1600-2660	Next payscale as per pattern of subordinate offices
Travelling Ticket Inspector(TTI)/Conductor	1600-2660	1640-2900	Due to upgradation of feeder pay scale
Chief Ticket Inspector (Rs.2000-3200)	2000-3200	2000-3500	Rationalisation of payscale

Other demands

83.109 The ticket checking staff have expressed their grievances with regard to their non-classification as running category and provision of punishment to them on account of low excess fare earnings. In response the Railway Administration has submitted that there is no concept of commercial running staff on the Railways and that the definition of running staff includes only those whose performance of duty is directly connected with the charge of moving trains.

Views of Ministry

83.110 The Railway Administration has further explained that with a view to galvanising the ticket checking machinery and plugging the leakage of railway revenue, certain targets in respect of detection of cases of ticketless/irregular travel and unbooked luggage as well as for realisation of railway dues are laid down for ticket checking staff by the Railway Board. The basic idea of fixing targets, is to make the ticket checking machinery more effective and ensure that the staff perform their normal duties sincerely and diligently. We have also been informed that the ticket checking staff showing good results and devotion to duty are suitably rewarded and those found deliberately neglecting their duty are punished. The Ministry has assured us that there is no intention to harass the ticket checking staff who do their duty sincerely.

Our recommendations

83.111 **We agree with the views of the Railway Administration that the claim of ticket checking staff for classification as running staff to be eligible for the benefits of running allowance, is not tenable. We also appreciate and endorse the efforts of the Railway Administration to improve the performance and image of the ticket checking staff.**

Catering Staff

83.112 Catering on Railways has been identified as an 'off-line' activity and it has been decided in principle by the Railway Administration that all future catering on railways should be done by the agency of private contractors. However, at present, both department and private contractors are involved in this activity. There are departmental refreshment rooms, restaurants, dining cars in moving trains, etc.

The method of recruitment of Catering Managers Grade III is as under:-

Catering Manager

(i) 33-1/3% by direct recruitment(Matriculation + Diploma in Catering preferable); on some of the Railways, the percentage of D.R. is 66-2/3%.

(ii) 66-2/3% or 33-1/3% promotion by selection of specified Group 'D' staff.

The cadre structure of Catering Manager and Inspectors is the following:-

Designation	Pay Scale(Rs.)	% age Share	No. of Posts	Mode of Recruitment
Catering Manager Gr. III	975-1540	20	240	33 1/3% DR (Matric + Dip. in catering preferable) 66 2/3% Promotion from Group 'D'
Catering Manager Gr. II	1200-2040	20	152	Promotion-cum-selection
Catering Manager Gr. I	1400-2300	25 299	20% DR	(10 + 2, Diploma in Catering), 80% by promotion (Selection)
Catering Inspector	1600-2660	20	113	Promotion - non-selection
Chief Catering Inspector	2000-3200	15	228	Promotion - selection

Catering Manger Inspector

(I) 20% by Direct Recruitment (10 + 2, Diploma in Catering)

(ii) 80% by promotion from amongst Catering Managers Gr.II in the scale of Rs 1200-2040 by selection or non-selection

	Pay Scale(Rs.)	% age Share
Catering Manager/Inspector	1400-2300	25
Catering Inspector Grade -Non-selection	1600-2660	20
Chief Catering Inspector - Selection	2000-3200	15

83.113 Considering the recruitment rules, avenues of promotion and part direct recruitment of Catering Manager/Inspector in the pay scale of Rs.1400-2300 with the qualification of 10+2+ Diploma in Catering, **we recommend the following pay structure:**

Designation	Pay Scale Existing Rs.	Pay Scale Proposed Rs.	% age Share	Remarks
Catering Manager Gr.III	975-1540	975-1540	20	No change
Catering Manager Gr.II	1200-2040	1200-2040	20	No change
Catering Manager Gr.I	1400-2300	1600-2660	25	Due to qualification of 10 + 2 + Diploma
Catering Inspector Gr.I	1600-2660	1640-2900	20	Due to upgradation of feeder grade
Chief Catering Insp. Gr.I	2000-3200	2000-3500	15	Rationalisation of scale

83.114 The cadre structure of cooks is as follows :-

Cooks

Designation	Pay Scale (Rs.)	Mode of Recruitment
Assistant Cook	800-1150	By promotion from Group 'D' staff (non-selection)
Cook	950-1500	Promotion (selection)
Senior Cook	1200-1800	1/3rd DR (Matric + Craftship in Cookery) 2/3rd Promotion (non-selection)
Head/Master Cook	1320-2040	Promotion (selection)

83.115 The pay structure of this cadre is identical to that of artisans. There is part direct recruitment of Senior Cooks in the pay scale of Rs.1200-1800 with the qualification of Matric + craftship in Cookery. These direct recruits have only one promotion grade of Rs.1320-2040. The Federations of Railwaymen have demanded one more promotion grade of Rs.1400-2300 in present terms. We consider this to be justified on the analogy of creation of the Mastercraftsman grade for artisans. Further, we have recommended merger of highly skilled payscales of Rs.1200-1800 and Rs.1320-2040 in Artisans cadres. **Accordingly we recommend the following revised pay structure for Cooks :-**

Pay Scales

Designation	Pay Scale (Rs.) Existing	Proposed	Remarks
Assistant Cook	800-1150	800-1150	No change
Cook	950-1500	950-1500	No change
Senior Cook	1200-1800}		
Head Cook	1320-2040}	1320-2040	By merger of the two skilled grades
Master Cook		1400-2300	New grade on the pattern of Mastercraftsman

Law Branch Staff

83.116 Law Assistants and Officers in Railways function as Advisors and Solicitors in office. They give legal opinion and guidance to all the departments in Railways, draft, scrutinize and vet complaints, written statements, memoranda of appeals, cross appeals etc. Of late, their work load has increased due to setting up of Railway Claims Tribunals, Central Administrative Tribunals and Consumer Dispute Redressal Forums. We have examined the cadre profile of the staff which is given as under :-

Designation	Scale of Pay(Rs.)	Percentage	Mode of recruitment
Law Assistant	1600-2660	30%	1/3rd by DR (Graduate with 3 yrs experience as a pleader at Bar) 2/3rd by promotion (selection) from employees with LLB and 5 years service
Chief Law Assistant	2000-3200	70%	Promotion
Assistant Law Officer/ Asstt. Commercial Officer	2375-3750		Promotion (selection)

Problems in filling posts

83.117 The Ministry of Railways has expressed difficulties in filling the promotion grade posts of Chief Law Assistants by suitable candidates. The ministry has suggested that direct recruitment to the extent of 33-1/3% with qualifications of LLB and 5 years experience at Bar may be introduced for the posts of Chief Law Assistants and a further promotion grade of Rs.2375-3500 be granted to this category to bring them at par with the technical staff in Railways. The ministry has also informed us that in a case filed by some employees of the legal cadre seeking avenue of promotion to Group 'A' posts, the Central Administrative Tribunal, Calcutta has directed that the matter be referred to the Fifth C.P.C. The Ministry has accordingly proposed introduction of selection grades or the concept of time bound promotions to resolve the problem of stagnation. The present status of Group 'B' and Group 'A' posts in the legal cadre is as under :-

Level	Pay Scale (Rs.)
Group 'B'	2375-3750
Senior Scale	3000-4500
Junior Administrative Grade	3700-5000

Our recommendations

89.118 We have considered the issue of adequate remuneration for Law professionals in Government as a general problem. We are of the opinion that it is highly unrealistic and unjustified to expect that Law graduates with experience at Bar would be attracted to posts with very low pay scales. We have, therefore, as a general proposition, suggested upgradation of the pay scales of such posts. In

accordance with this general approach we recommend the following pay structure and revised designations for these posts:-

Designation	Pay Scale (Rs.) Existing	Proposed	Revised Designation	Remarks
Law Assistant	1600-2660	2000-3500	Dy. Superintendent (Law)	Upgradation due to qualification of LLB+ 3 yrs' experience at the Bar
Chief Law Assistant	2000-3200	2375-3750	Superintendent (Law)	Due to upgradation of feeder post
Asstt. Law Officer	2000-3500	2500-4000	Assistant Law Officer	Due to upgradation of feeder post
Law Officer	3000-4500	3000-4500	Law Officer	No change
JA Grade	3700-5000	3700-5000	Senior Law Officer	No change

In view of the pay structure recommended by us above, there is no need to make direct recruitment at the second level as proposed by the Ministry.

Other demands

83.119. The Law Branch staff have made demands for earmarking law oriented posts such as Estate Officer, Enquiry Officer in disciplinary cases, Presenting Officer and Assistant Registrar in Railway Claims Tribunal, etc for them; reduction in eligibility period from eight to three years for promotion to senior time scale post of Law Officer; non-practising allowance and advance increments for acquiring higher qualifications.

Our recommendations

83.120 **We are of the opinion that the channel of promotion and/or deputation to law-oriented posts may be opened to the legal cadre but the question of exclusive earmarking of some of these posts for them may be considered by the Railway Administration on merits. Further, the provisions of Assured Career Progression Scheme recommended by us will relieve the stagnation to some extent. We suggest that residency period for regular promotion between the posts of Assistant Law Officer, Law Officer and Senior Law Officer, be prescribed as four years each.**

83.121 We do not find the demand for Non-Practicing Allowance as justified, but other perquisites like official library at home being proposed by us in general for law professionals in Government should be available to Law Branch Officers in Railways. Similarly, the scheme of one-time lumpsum incentive for acquiring higher qualifications recommended for Central Government employees including Group 'A' officers will be applicable to staff and officers in Railways as well.

TRANSPORTATION(TRAFFIC) DEPARTMENT

Functions

83.122 The Transportation Department of the Railways is responsible for the movement of the trains. The Department has to ensure optimum utilisation of the rolling stock with safety of movement and punctuality of trains. . The Federations of Railwaymen have claimed that the duties and responsibilities of all categories of transportation staff working in Stations, Cabins, Yards, etc., have increased manifold with the introduction of superfast, Rajdhani, Shatabdi Express

trains, additional number of bogies and double headers, increase in trailing load of goods trains, introduction of heavier trains and shunting in the yards with the help of diesel and electric locomotives with a minimum speed of 10 to 15 kilometers per hour.

Categories of staff

83.123 The Department is headed by a Chief Operating Manager who is an Officer of Indian Railway Traffic Service. The important Group 'C' and Group 'D' categories of staff excluding common clerical categories and Peons, etc., are as follows:-

- Assistant Station Masters/Station Masters and Station Superintendents
- Traffic Signallers
- Traffic Control Staff
- Train Clerks
- Transportation and Movement Inspectors
- Traffic Apprentices
- Yard Staff
- Shunting Staff
- Group 'D' cabin, yard and station staff

Assistant Station Masters/Station Masters

83.124 The post of **Station Master** is a popular icon most often associated with the Railway system. This important category is responsible for receipt and despatch of trains on the stations, overall supervision and coordination of work between the staff of different departments on the station. Station Masters perform duties in two or three shifts in a cycle of twenty four hours.

The mode of recruitment at the level of Assistant Station Masters is as under:-

(i) 50% by direct recruitment of Graduates.
(ii) 25% by promotion through selection from amongst signallers.
(iii) 25% by promotion through selection from amongst switchmen, failing which by Levermen/Cabinmen against the first 10% of the vacancies; shortfall, if any, against the remaining 15% vacancies to be added to direct recruitment vacancies.

The payscales for the combined and separate cadre is shown below:-

Designation	Pay Scale(Rs.)	% age Share	Mode of Recruitment
	Combined Cadre		
Assistant Station Masters	1200-2040	10	50% DR, 25% Promotion(from Signallers) 25% Promotion (from Switchmen, failing which Levermen, Cabinmen)
Assistant Station Master	1400-2300	47	Promotion (non-selection)
Station Master	1600-2660	25	75% Promotion (non-selection) 25% DR of Traffic Apprentices
Deputy Station Superintendent	2000-3200	15	Promotion by selection
Station Superintendent	2375-3500	3	Promotion by selection
	Separate Cadre		
Assistant Station Masters	1200-2040	13	
	1400-2300	61	
	1600-2660	26	
Station Masters	1600-2660	22	

2000-3200	65
2375-3500	13

Separate Cadres

83.12.5 The unique feature of the grade structure of this group as noted by previous Pay Commissions as well, is the existence of parallel grades for ASMs and SMs with three common pay scales. We tried to find out the rationale and genesis of this system of combined and separate cadre structures for this group. The Ministry of Railways has informed us that the system has been prevalent for long for tackling the varied volume of traffic and the nature of work obtaining on the stations. It has been explained to us that on different stations of a Zonal Railway the frequency of trains and volume of traffic and other jobs associated with this activity vary. The separate cadres were created to meet the requirements of the operations of trains and other commercial work to be attended by the SMs/ASMs. The Railway Administration maintains that the existing system of separate and combined cadres in different Zonal Railways allows flexibility and liberty to place SMs/ASMs according to the volume of work obtaining in different stations and that restructuring of these cadres at different points of time has been done to ensure that promotion prospects of the staff do not suffer. The Railway Administration has further asserted that the merger of these two cadre structures will neither be in the interest of staff nor that of the Railway Administration.

Our recommendations

It seems that the Federations of Railway employees are also not opposed to the continuance of this system. The system which has evolved over a long period of time allows unrestricted mobility between the two groups with ASMs sometimes coming in as SMs and going back as ASMs in higher grades at more important stations and vice versa. **We do not propose any change in this system and recommend following grade structure keeping in view the part-direct recruitment of graduates as ASMs and our general approach on the pay structure of Group 'C' employees in Railways:-**

Combined Cadres

Designation	Pay Scale (Rs.) Existing	Proposed	Remarks
Assistant Station Master	1200-2040	1400-2300	Due to part direct recruitment of graduates
Assistant Station Master	1400-2300	1600-2660	Due to upgradation of feeder post
Sation Master	1600-2660	1640-2900	-do-
Dy. Station Superintendent	2000-3200	2000-3500	Rationalisation of payscale
Station Superintendent	2375-3500	2375-3750	-do-

Separate Cadres

Designation	Pay Scale(Rs.) Existing	Proposed	Remarks
ASMs	1200-2040	1400-2300	Due to part-direct recruitment of graduates
	1400-2300	1600-2660	Due to upgradation of feeder posts
	1600-2660	1640-2900	-do-
SMs	1600-2660	1640-2900	-do-
	2000-3200	2000-3500	Rationalisation of payscales
	2375-3500	2375-3750	-do-

Other demands

83.126 The Association of Station Masters have demanded upgradation of posts at major junctions to Group 'B' level and grant of running

allowance to them. The Ministry has pointed out that the Station Masters/Superintendents have been demanding that all supervisory staff of other departments on the station should be made to report to them so that they exercise better control and give a better output. The Ministry agrees that Station Superintendents of major stations should be Group 'B' posts and have informed us that suitable instructions have already been issued in this regard. The Ministry has also promised to further look into this matter, if necessary.

Our recommendations

83.127 **The Station Master/Assistant Station Master group does not satisfy the attributes for being qualified as running staff. We are, therefore, unable to accept their demand for grant of running allowance.**

89.128 **In our further discussion on other categories of this department, we have taken note of inter-linkages between different cadres and the delicate balance in respect of existing grade structures. We have made efforts not to disturb the existing relativities obtaining in this regard.**

Traffic Assistants, Metro Railway, Calcutta

83.129 The Federations of Railway employees have brought to our notice that the category of Traffic Assistants in Metro Railway Calcutta was introduced after the implementation of the recommendations of Fourth CPC. They have represented against the low pay scale of Rs.975-1540 allotted to this category by the Ministry of Railways, even though the recruitment qualifications, method of recruitment and training schedule prescribed for this category are said to be identical to those of ASMs. It has, therefore, been demanded that Traffic Assistants be given pay parity with Assistant Station Masters.

Views of Ministry

83.130 The Ministry of Railways has explained that the cadre of Traffic Assistants has been conceived in accordance with the principle of multi-skilling, incorporating the job contents of both operating and commercial nature. But in view of the small size of Metro Railway, it has been envisaged that the staff in higher pay scales only will perform the operational duties while Traffic Assistants in the initial recruitment grade will be required to perform duties on Booking Counters and Automatic Fare Collection gates. The Ministry has submitted the following additional facts on this issue:-

i) The decision to fill the posts of Traffic Assistants through Recruitment Boards with qualifications and conditions similar to those of ASMs was taken in view of the fact that Traffic Assistants would, after their promotions to higher grades, be required to perform duties similar to ASMs. However, in accordance with subsequent instructions issued in 1987 and 1995 the posts of Traffic Assistants have so far been filled with departmental candidates having lesser qualifications.

ii) The training prescribed for ASMs is of nine months' duration whereas Traffic Assistants undergo three months' training only. There is difference in contents of training as well. The General and Subsidiary Rules for Metro Railway are different from those followed on the rest of the Railway system.

Our recommendations

83.131 **We have given careful consideration to the facts above and recommend the following pay structure (which is identical to that of Commercial Clerks) for the cadre of Traffic Assistants:**

Designation	Pay Scale (Rs.) Existing	Proposed	Remarks
Traffic Assistant	975-1540	975-1540	No change
Traffic Supervisor	1200-2040	1320-2040	Rationalisation of payscale
Senior Traffic Supervisor	1400-2300	1600-2660	Parity with Commercial Clerks
—	—	1640-2900	New Grade
Station Superintendent	2000-3200	2000-3500	Rationalisation of payscale

Traffic Signallers

83.132 Traffic Signallers are captive communication staff of the Traffic Department. We understand that due to modernisation of telecommunication system in the Railways this category would soon be extinct. However, in line with the general pay structure proposed for Commercial Clerks we recommend following pay scales with revised designations for the existing Signallers:-

Designation Existing	Proposed	Pay Scale Existing Rs.	Proposed Rs.	Remarks
Traffic Signaller	Communication Opr.(Traffic)	975-1540	975-1540	No change
Senior Signaller	Sr. Comm. Opr.(Traffic)	1200-2040	1320-2040	Rationalisation of payscale
Head Signaller	Hd. Comm. Opr.(Traffic)	1400-2300	1600-2660	Parity with Commercial Clerks
Insp.Wireless(Traffic)Gr.II	No change	1600-2660	1640-2900	Due to upgradation of feeder grade
Insp. Wireless(Traffic) Gr. I	No change	2000-3200	2000-3500	Rationalisation of payscale

The Signallers are at present eligible for an incentive of 5 paise per standard message as pie money. This may be doubled to 10 paise per message beyond 250 messages per day.

Traffic Control Staff

83.133 **The Control Office** is the nerve centre of train operations. The staff in Control Office are responsible for collection of information regarding availability of rolling stock, locomotive power and their optimum utilisation in a planned manner for train operations. The Section Controllers have to take decisions on priority of moving trains. Their duty is very intensive and arduous in nature. The present cadre structure of Traffic Control staff is as under:-

Designation	Scale of Pay (Rs.)	Mode of Recruitment	% age Share
Section Controller	1400-2600	75% by promotion and 25% by Traffic Apprentices	15
Dy. Chief Controller	2000-3200	Promotion (Non-selection)	55
Chief Controller	2375-3500	Promotion (selection)	30

Views of Ministry

83.134 The Traffic Controllers have represented that there has been deteoriation in their pay scale compared to Yard Staff, Traffic Inspector group, etc. They have demanded a higher minimum pay scale and improvement in the cadre structure. The Ministry of Railways has informed us that prior to Third CPC the highest grade for various categories of traffic operating staff was Rs.450-575 and

the Third CPC provided additional higher grades of Rs.840-1040 and Rs.840-1200 for Chief Controller at outstations and for those at Zonal and Divisional Headquarters respectively. The benefit of the grade of Rs.840-1040 was extended to categories other than Traffic Controllers after restructuring of cadres in Railways in 1982. The Fourth CPC merged these two pay scales into the replacement pay scale of Rs.2375-3500 which at present is the apex Group 'C' pay scale in Railways for a number of categories. We have also been informed that after restructuring of cadres in Railways in 1993 the Traffic Controllers have been provided with 30 percent posts in the scale of Rs.2375-3500 and 55 percent in the scale of Rs.2000-3200 as compared to 3 percent and 15 percent for Station Masters (combined cadre), 3 percent and 17 percent for Yard Masters and 38 percent and 30 percent for Traffic Inspectors. The Ministry has, therefore, claimed that the Traffic Controllers are not at a disadvantage compared to their counterparts in other categories. The Ministry, however, has proposed replacement of the pay scale of Rs.1400-2600 with the pay scale of Rs.1600-2660 in the category of Section Controllers to make this group comparable to Station Masters/Yard Masters and Traffic Inspectors.

Our recommendations

83.135 **We have examined the issues discussed above and keeping in view the pay structure of feeder cadres as well as general principles followed in determining the pay structure of Group 'C' categories in Railways, we recommend the following pay structure for Traffic Controllers:-**

Designation	Pay Scale (Rs.)		Remarks
	Existing	Proposed	
Section Controller	1400-2600	1640-2900	Due to changes in feeder grades
Dy. Chief Controller	2000-3200	2000-3500	Rationalisation of payscale
Chief Controller	2375-3500	2375-3750	Rationalisation of payscale

83.136 **The initial pay scale recommended above for Section Controllers will not only obviate the necessity of fixing the pay scale of Traffic Apprentices at a higher level but will also satisfy the demand of All India Train Controllers' Association for parity of initial pay scales of Traffic Apprentices and Departmentally recruited Section Controllers with same educational qualifications. We have in subsequent paras recommended the initial pay scale of Rs.1640-2900 for Traffic Apprentices recruited for induction in different cadres. We, however, do not agree with the demand of Traffic Controllers for grant of Special Pay.**

Train Clerks

83.137 Train Clerks are custodians of data/statistics on all in-coming and out-going rolling stock in a station. They also prepare guidance charts for the Guards on the trains.

Designation	Pay Scale (Rs.)	Mode of Recruitment
Train Clerks	950-1500	2/3rd by DR(Matriculates) 1/3rd by promotion from Gp. 'D
Senior Train Clerks	1200-2040	Promotion (non-selection)
Head Train Clerks	1400-2300	Promotion (non-selection)
Chief Train Clerks	1600-2660	Promotion (selection)

Our recommendations

83.138 Train Clerks have complained against inadequate promotion avenues and non-availability of the higher supervisory pay scale of Rs.2000-3200. They

have channel of promotion to yard group and for the posts of Guard. Further the provisions of Assured Career Progression Scheme will also be applicable to this category. **In view of the initial recruitment qualifications and absence of direct recruitment at intermediate stage, we recommend following pay structure for them:-**

Designation	Pay Scale (Rs.) Existing	Proposed	Remarks
Train Clerk	950-1500	950-1500	No change
Senior Train Clerk	1200-2040	1320-2040	Rationalisation of payscale
Head Train Clerk	1400-2300	1600-2660	Next grade, as in other categories
Chief Train Clerk	1600-2660	1640-2900	Due to upgradation of feeder scale of pay

Other demands

83.139 The Association of Train Clerks has also demanded Transport Allowance, Yard/Census Allowance and Washing Allowance. While the Train Clerks will be covered by our general recommendations with regard to Transport Allowance to Central Government employees, we do not favour grant of Yard/Census allowance for them. **Such of the Train Clerks who are provided with uniforms, may be granted Washing Allowance at the rate of Rs.30 p.m.**

Traffic Inspectors

83.140 **Traffic/Transport Inspectors** exercise supervision and carry out inspections to ensure correct working of the operating department. The posts are filled partly by promotion from operating categories and partly by direct recruitment of Traffic Apprentices. The cadre structure is as follows:-

Designation	Payscale (Rs.)	Mode of recruitment
Traffic Inspector Grade III	1400-2300 Masters	Promotion from Graduate Asstt. Station
Traffic Inspector Grade II	1600-2660	Promotion (non-selection)
Traffic Inspector Grade I	2000-3200	Promotion (selection)
Chief Traffic Inspector	2375-3500	Promotion (selection)

Our recommendations

We recommend following pay structure for them at par with Commercial Inspectors:-

Designation	Pay Scale (Rs.) Existing	Proposed	Remarks
Traffic Inspector Gr.III	1400-2300	1600-2660	Due to changes in feeder grades
Traffic Inspector Gr.II	1600-2660	1640-2900	Due to upgradation of previous grade
Traffic Inspector Gr.I	2000-3200	2000-3500	Rationalisation of payscale
Chief Traffic Inspector	2375-3500	2375-3750	Due to upgradation of feeder scale of pay

Traffic Apprentices

83.141 **Traffic Apprentices** are directly recruited graduates and, after a rigorous training of two years in the overall working of Railway system, are inducted into Control, Yard and Station Master groups and as Traffic Inspectors in the pay scales of Rs.1400-2600/Rs.1600-2660. Their channel of promotion is depicted below:-

1. Deputy Chief Controller/Deputy Station Superintendent/ Deputy Yard Master/Traffic Inspector (2000-3200)

2 Chief Controller/Station Superintendent/ Chief Yard Master/Chief Traffic Inspector (2375-3500)

Demands

83.142 There seems to be a clash of interest between directly recruited Traffic Apprentices and the staff in different cadres into which these Apprentices are inducted. While the Apprentices feel cheated due to the alleged denial of fast track promotions to them, the other staff have been demanding abolition of this direct recruitment since they perceive that their career prospects are adversely affected due to entry of Apprentices in their cadres. The Apprentices in turn have demanded higher pay scale of Rs.2000-3200 instead of Rs.1600-2660 on absorption in different cadres, maintenance of separate seniority for them and reservation of twenty five percent of posts in all grades above the grade of absorption.

Our recommendations

83.143 **We have considered the issues raised by different groups of staff in this regard and feel convinced that direct recruitment of Traffic Apprentices is functionally essential and must continue. We have also taken care that the existing relativities in the intricate web of cadre structures which allows cross-cadre movement, are not disturbed while fixing the pay scales of different groups in the Traffic Department. Accordingly, we recommend that the Traffic Apprentices should now be absorbed in the pay scale of Rs.1640-2900.**

83.144 **Traffic Apprentices do not constitute any cadre as such. Their demands for maintenance of separate seniority and reservation of higher grade posts are not considered feasible or justified. We feel that these Apprentices have adequate promotion avenues in different cadres of operating and commercial wings of the Traffic Department.**

YARD STAFF

83.145 Apart from the induction of directly recruited Traffic Apprentices in the Yard group, Shunting Masters, Guards, Train Clerks and Assistant Station Masters are also promoted to the posts of Assistant Yard Master in different prescribed ratios. The cadre structure of Yard staff is as under:-

Designation	Payscale (Rs.)	% of posts	Mode of recruitment
Assistant Yard Master	1400-2300	40	Promotion (selection from categories mentioned above.
Yard Master	1600-2660	40	Promotion (selection)
Deputy Chief Yard Master	2000-3200	17	Promotion (selection)
Chief Yard Master	2375-3500	3	Promotion (non-selection)

In order to maintain parity with other cadres of traffic department and in line with the proposed general pay structure, we recommend the following pay scales for Yard staff:

Designation	Pay Scale (Rs.)	
	Existing	Proposed
Assistant Yard Master	1400-2300	1600-2660

Yard Master	1600-2660	1640-2900
Deputy Chief Yard Master	2000-3200	2000-3500
Chief Yard Master	2375-3500	2375-3750

Shunting Cabin staff

83.146 The Shunting Cabin staff ensure speedy movement of trains and facilitate optimum utilisation of rolling stock which is the prime function of the operating staff. We have examined the cadre structure and avenue of promotion of staff in this category.

Our recommendations

83.147 **We recommend the following pay scales for Group C' and Group 'D' Shunting Cabin and Station staff:-**

Designation	Pay Scale (Rs.) Existing	Proposed	Remarks
Porter, Box Porter, MT Porter, Peon, , Telegraph Peon Seaiman, Callman, Waterman, . Bearer, Aya, Sidd Porter, Bhisti, Safaiwala	750-940 | 775-1025	Standard Three grade Group 'D' pay structure	In tune with our recommendations for all Group 'D' Staff
Pointsman Grade II, Shuntman Grade II, Cabinman Grade II Leverman Grade II	800-1150		
Pointsman Grade I, Shuntman Grade I, Cabinman Grade I Leverman Grade I,	950-1500	950-1500	No change
Cabinman, Shunting Jamadar	1200-1800	1320-2040	Rationalisation of payscale
Switchman, Shunting Master Grade II,	1200-2040	1320-2040	-do-
Shunting Master Grade I,Assistant Yard Master	1400-2300	1600-2660	As this is the next payscale in our subordinate office pay structure

We also recommend that Porters be redesignated as Attendants.

RUNNING STAFF AND RUNNING ALLOWANCE

83.148 As already noted above, running staff are divided into two categories viz. loco-running staff comprising Drivers, Shunters and Firemen and traffic running staff comprising Guards and Brakemen.

Demands

83.149 The Federations of Railwaymen maintain that the responsibilities and arduousness of the jobs performed by the running staff have increased manifold due to modernisation of Railways. We have been informed that some of the job attributes and skills of the running staff involve intimate knowledge of the following:-

i) Thorough knowledge of the gradients of the track.
ii) Load carried in the train.
iii) Brake Power of the train.
iv) Speed of the train.
v) Condition of the track and the rolling stock.
vi) Signalling system and its continuous technological upgradation.
vii) Condition and upgradation of overhead traction

Our recommendations

83.150 We have carefully examined the cadre profile, high standards of medical fitness required for running staff, avenues of promotion and relativities with comparable categories. **We recommend following pay scales for loco and traffic running staff:-**

Loco Running Staff	Traffic Running Staff	Pay Scale (Rs.) Existing	Pay Scale (Rs.) Proposed (in present terms)	Remarks
Yard Khalasi	Engine Cleaner Group 'D'	750-940	750-940	No change
Group 'D'		775-1025	775-1025	No change
Second Fireman	–	825-1200	825-1200	No change
First Fireman/Diesel Electric Assistant	Assistant Guard* Brakeman	950-1400* 950-1500	950-1500	No change
Shunter	Senior Assistant Guard/Sr. Brakeman	1200-2040	1320-2040	Rationalisation of payscale
—	Goods Guard/ Jamadar	1200-2040	1400-2300	Due to changes in feeder grades and part DR of graduates
Goods Driver	Senior Goods Guard Passenger Guard	1350-2200	1600-2660	-do-
—	Senior Passenger Guard Mail/ Express Guard	1400-2600	1640-2900	-do-
Passenger Driver/ Motorman	—	1600-2660	1640-2900	-do-
Mail Driver		1640-2900	1640-2900	No change
Traction Foreman (Running) Traction Loco Controller Junior Driving Inspector Junior Instructor Senior Traction Foreman(Running) Traction Loco Controller, Senior Driving Inspector, Senior Loco Inspector		2000-3200 2375-3500	2000-3500 2375-3750	Rationalisation of payscale -do-

Running Allowance

83.151 It is now well accepted that the arduous and uncertain hours of work in the performance of running duties over long periods of time should be reflected in the quantum of pay and pension admissible to running staff in Railways. The running staff are granted running allowance, which incorporates a number of elements including pay. This allowance includes an incentive element to ensure safe and punctual running of trains as well as regular attendance of the running staff for work at all times. The scheme of running allowance has been examined in the past by a number of Committees and Commissions. The previous Pay Commissions, particularly the Third CPC have noted the history of the scheme in great detail. However, the most comprehensive review of the scheme was done in 1980 by a Running Allowance Committee which, for the first time, also quantified the pay element in running allowance and evolved a clear methodology for arriving at the rate of running allowance. The recommendations of this Committee were implemented by the Ministry of Railways with effect from 1.8.1981 in consultation with the recognised Federations of Railwaymen.

Running Allowance Committee, 1980

83.152 The Running Allowance Committee (RAC) while examining the then existing rules on the subject identified certain features of the scheme which according to it could not be considered to be conducive to better performance. The main provisions so identified were 'minimum guaranteed kilometrage' and the 'concept of rostered day'. The committee came to the following conclusions :-

I) The existing provisions of an unqualified minimum kilometreage in every case of train working should be dispensed with;

ii) The element of pay in the running allowance should be determined in a

systematic manner;

iii) It is necessary to evolve a more systematic method for determining the rates of running allowance;

iv) The Running Allowance Scheme should be made a more effective instrument for better performance by running staff; and

v) With the above end in view, a simple but positive method for encouraging better performance by the running staff should be incorporated in the Scheme.

83.153 The system of minimum guaranteed kilometerage was abolished with the implementation of RAC recommendations in 1981. The RAC after considering the opinions expressed by the Railway Administration as well as the Labour Organisations and facts brought before it on different factors involved in working out in Running Allowance, recommended the following method of computing Running Allowance Rates :-

$$= \frac{\text{30\% of the Mean of the Passenger Driver's/Guard's Pay + 20 days TA/DA at ordinary city rates.}}{\text{Average Kilometerage earned by the Passenger Driver/Guard}}$$

Pay Element in Running Allowance

83.154 Based on this formula and recommendations of RAC the pay element in running allowance has been fixed as 30% of the basic pay and for pensionary benefits the pay element is 55% of the basic pay. The rates of running allowance were revised in 1987 and 1992, keeping in view the revision in TA/DA rates and higher average kilometerage earned by staff due to progressive dieselisation, electrification and modernisation of Railway functioning.

83.155 All India Railwaymen's Federation (AIRF) and National Federation of Indian Railwaymen (NFIR), the two recognised Federations have not specifically raised the issue of the rates/methodology of working out running allowance. However, All India Loco Running Staff Association have submitted a detailed memorandum to us questioning the RAC methodology and subsequent revisions in rates of running allowance made by the Railway Administration. They have demanded enhancement of the pay element in running allowance from existing 30% to 60% of the basic pay and for the purpose of retirement benefits a limit of 75% of the basic pay.

89.156 The Ministry of Railways has informed us that the formula recommended by RAC was adopted in consultation with the recognised Federations and was last revised upwards by thirty percent consequent to revision of Daily Allowance. Further, the mean of pay scales of Passenger Drivers/Guards being a numerator factor in the formula, revision of pay scales would enhance the running allowance rates. The Ministry maintains that the details of running allowance rates formula is an administrative matter and Fifth CPC need not look into this.

83.157 The Ministry has brought to our notice that the running allowance subject to a maximum of 75 percent of the basic pay used to be reckoned for retirement benefits before Third CPC pay scales were introduced. However, after Third CPC, for retirement benefits, the running allowance component was fixed at forty five percent of the basic pay which was subsequently enhanced to

fifty five percent of the basic pay based on RAC recommendations. The relevant provisions in the Railway Codes in this regard, however, were modified in 1988 with retrospective effect on the basis of earlier administrative instructions. The Ministry has informed us that some retired employees filed petitions before the various Benches of the Central Administrative Tribunal seeking restoration of seventy five percent pay element for retirement benefits. The Administrative Tribunals have given contradictory judgements and Special Leave Petitions(SLP) have been filed by the Railway Administration in the Supreme Court of India. A five- member constitutional bench of the Supreme Court is to consider whether the administrative instructions issued with the sanction of the President remain ineffective till the provisions in the codes are suitably amended.

83.158 We have considered the issues raised by All India Loco Running Staff Association and also examined the Report of Running Allowance Committee. We find that the Running Allowance Committee worked out the pay element by two methods and this element worked out to be in the range of twenty to thirty percent. In one of the methods, the notional pay scale was assumed to be Rs.840-1040 instead of Rs.700-900 (Third CPC pay scales) We find the recommendations of the RAC for thirty percent pay element to be quite reasonable. Further, the running allowance rate formula takes care of periodic changes in Daily Allowance. The demand of the running staff for restoration of seventy five percent of pay element for retirement benefits is perhaps based on a technicality that the relevant provisions in the Railway Establishment Code have not been modified in time. **In our opinion, there is no justification to reckon seventy five percent pay element for retirement benefits after finalisation of this issue on the basis of RAC recommendations. We understand that the five-member Constitution Bench of the Supreme Court has not yet been constituted to consider this issue. We would, however, suggest that the Railway administration may like to review the scheme within the framework of RAC recommendations, updating various factors which constitute the rate formula, taking into account the grievances expressed by the AILRSA.**

Running Allowance in two forms

83.159 A demand has also been made for payment of running allowance in two forms - first component being consolidated, including pay element and TA/DA, and second a variable component which may include incentive element, special compensatory allowances, etc. In this scheme, the consolidated running allowance would be payable irrespective of whether the staff does running duty or non-running duty. The Ministry of Railways, in response, has submitted that this proposal negates the very philosophy and rationale behind the concept of running allowance which is primarily meant to induce the staff to undertake more running duties. **We tend to agree with the opinion expressed by the Ministry and feel that the basic objective of motivating running staff to do maximum running duties is fulfilled by the existing system of payment of running allowance. In fact, the consolidated running allowance would tantamount to restoration of minimum guaranteed kilometerage allowance which was considered an anomaly and dispensed with after the recommendations of the RAC.** The proposed change to pay running allowance in two forms will, in our opinion, be counter-productive. We would, however, like to establish a linkage between the punctuality in train operations and quantum of running allowance paid to running staff. We understand that the Railways routinely carry out enquiries into late running of trains. Such enquiry reports relating to the last five years should be

Running Allowance and Punctuality.

analysed by an outside expert body with reference to their reliability and quality and the classification of the causes between those that are not and those that are attributable to the running staff. **We recommend that twenty five percent of the running allowance should not be paid if the train does not reach in time and the delay is attributable to the running staff. This partial withholding of running allowance should not be resorted if the cause(s) are not attributable to the running staff. The outside expert body referred above may also suggest an impartial institutional mechanism for carrying out such enquiries.**

Working Hours

83.160 The loco running staff have expressed their grievance against prolonged working hours and the serious health hazards of working under high-voltage electrical wires, electro-magnetic radiation and sound pollution. They have demanded a complete review of the Hours of Employment Regulations applicable to them. The Railway Administration has apprised us of the position in this regard. The working hours of railway employees are governed either by the provisions of Hours of Employment Regulations (HOER) incorporated in the Railways Act 1852 as amended from time to time or by the provisions of the Factories Act, 1948. We have further been informed that there were no set rules to regulate the working conditions of Railway employees in India before 1931 when HOER were introduced keeping in view the relevant provisions of International Labour Organisation's Conventions relating to hours of work and periodic rest of industrial workers. The Ministry of Labour referred the HOER for adjudication to Mr. Justice Rajadhyaksha in 1946. These rules were revised in 1951 in accordance with the recommendations of the Adjudicator and the running staff were brought within the purview of revised HOER. The HOER was further reviewed by the Railway Labour Tribunal in 1969.

83.161 The extant rules provide that the overall duty of running staff at a stretch from 'signing on' should not ordinarily exceed 12 hours and that they should be entitled to claim relief thereafter. Further, the running duty at a stretch should not ordinarily exceed 10 hours from the departure of the train and the staff are entitled to claim relief thereafter. In operational exigencies the running duty can be extended beyond 10 hours within the overall limit of 12 hours. The staff are required to work beyond stipulated time limit in exigencies noted below:

If the train does not reach, within the overall limit of 12 hours, its normal crew changing point/destination of the train/or the place where a relief has been arranged and such point is approximately one hour journey away, the staff are required to work to that point.

In exceptional exigencies of accidents, flood, agitations, equipment failure etc., the staff are required to work beyond the limits prescribed.

83.162 **While the rail operations is a complicated job, the grievances of Loco Running Staff in respect of working hours etc., need to be looked into. However, any review of HOER has wider implications for other categories of railway staff and working of the Railways in general. We consider this to be an administrative matter which may be examined by the Ministry of Railways.**

Other Allowances to running staff

83.163 The running staff are eligible for the following other allowances -

i) Allowance in lieu of Kilometerage (ALK)
ii) Special Compensatory Allowances
   a) Allowance in lieu of Running Room facilities
   b) Breach of Rest Allowance
   c) Outstation Detention Allowance
   d) Outstation Relieving Allowance
   e) Accident Allowance
iii) Officiating Allowance.
iv) Waiting Duty Allowance.
v) Shunting Duty Allowance, etc.

83.164 The allowance in lieu of kilometerage is earned by the staff while employed on specified non-running duties at outstations. The running staff have complained that this allowance is much less than TA/DA plus thirty percent of the Basic Pay that they are entitled to otherwise. The Ministry, however, has pointed out that this allowance has been deliberately kept depressed in order to motivate running staff to aspire for running duties. We agree with the Railway Administration when they suggest that the ALK should not be modified since that would de-motivate staff from taking up running duties.

83.165 **The rates of outstation detention allowance which is paid in addition to running allowance and trip allowance for working high speed trains, were last fixed in 1988 and 1986 respectively. We recommend that these rates be doubled.**

Medical De-categorisation

83.166 The All India Loco Running Staff Association has alleged that the Railway Board has not been protecting their earnings in alternate employment after medical decategorisation of running staff who are required to maintain the highest medical standards prescribed for railwaymen. The Association has demanded that the medical de-categorisation should be treated as an occupational disease for working against nature under high voltage electric current and heavy sound pollution, and alternate jobs should be provided in thirty days with pay protection. Further, if, equivalent vacant post is not available, a supernumerary post should be created for absorption of staff and they should be granted full benefits in case of voluntary retirement. We have ascertained the position and examined this issue. We find that the pay of running staff who are medically decategorised and absorbed in alternative employment is fixed at a stage corresponding to the pay drawn in the parent cadre, including 30% element of pay in lieu of running allowance subject to the condition that the employee is not entitled to a pay more than the maximum of grade in which he is absorbed if the decategorisation has arisen due to natural causes such as aging process, deterioration of visual acuity in the ordinary course or due to injuries received owing to negligence of employee himself, lack of personal hygiene, want of ordinary care in regard to health habits such as addiction to drinks, drugs, smoke, etc.

However, if the medical decategorisation has arisen due to accident arising out of and in the course of employment, occupational diseases and breach of any provisions of law or statutory rule by the Railway Administration, the pay of the decategorised employee is protected in the absorbing grade and if it exceeds maximum of the absorbing grade, the difference is allowed as personal pay to be absorbed in future increase(s) in pay.

Our recommendations

83 167 The procedure to find an alternative employment for medically decategoricsed staff is well laid down by the Railway Administration. The provisions regarding employment of such staff and their pay fixation/protection in the absorbing grade are considered adequate. **We do not think that any change is called for or justified in this respect. The general recommendations in respect of voluntary retirement made by us should apply to running staff as well. No special provision need to be made for them.**

89.168 Our recommendations on some other miscellaneous demands made by running staff are as under:-

Pay scale of Metro Motormen

I) It has been represented that the Metro Motormen have to give information through public information system about the stations approaching and leaving, statutory warnings, etc., they also look after the en-training and de-training passengers and keep contact with the Central Control It has been demanded that they may be allotted a reasonable pay scale considering these factors. **We recommend that the pay scale of Rs.1640-2900 as recommended for Motormen in Bombay Suburban section and for Passenger Drivers be granted to Metro Motormen.**

Designations

ii) Following changes in the designations have been suggested:-

Existing	**Proposed**
Driver	Locomotive Engineer
Shunter	Junior Locomotive Engineer
Assistant Driver	Assistant Locomotive Engineer

We recommend that Shunter be re-designated as Shunting Driver. Other designations are considered appropriate.

Pay scale of Drivers and Guards in Ghat Section

83.169 The Drivers and Guards of the Ghat Sections expect higher pay scales than their counterparts on normal Sections of the Railways due to more arduous nature of duties and special skills required for running trains in these Sections. We find that the Drivers and Guards of Ghat sections are adequately compensated on account of additional arduousness of work by payment of running allowance on the basis of inflated kilometerage. We, therefore, recommend that these Drivers and Guards be given same scales of pay as recommended for Drivers and Guards in general.

Risk Insurance Scheme for running staff

83.170 The running staff have urged that the Risk Insurance Scheme introduced by the Railways for bonafide passengers be extended to them. However, Railway staff on duty cannot be compared to travelling passengers in respect of risk insurance coverage. **We have otherwise recommended a comprehensive scheme for ex-gratia payment covering risk incidents in respect of Government employees in general. This will be applicable to Railway employees as well.**

Night Duty Allowance

83.171 The All India Loco Running Staff Association has demanded that the night work should be limited to four hours only and this should be treated as equal to six hours duty due to sustained attention to work given by the engine

crew. The Association has alternatively suggested that the Night Duty Allowance should be increased immediately to provide for adequate calorie intake during night duty hours. We have examined the grant of Night Duty Allowance in general to all Central Government employees. The present method of computation of Night Duty Allowance is uniformly applicable to all employees subject to an eligibility pay ceiling limit and takes care of periodic revision in Dearness Allowance. On Railways, this allowance is admissible to all non-gazetted staff including supervisory staff for performance of duties between 10 PM to 6 AM without any pay ceiling limit. **Provisions in respect of this allowance in Railways particularly the absence of any pay ceiling, to take care of peculiar problems of railway working are considered adequate. We have not suggested any change in the method of computation of NDA in general or for Railway employees in particular.**

Loco Supervisors (Foremen, Power Controllers, Loco Inspectors, Fuel Inspectors and Crew Controllers

83.172 The Railway Administration has brought to our notice that on account of comparative advantages of running and allied allowances available to running staff, they are not willing to be considered for stationary posts of Loco Supervisors. The Railway Administration devised a scheme which came into effect from 1.1.1993 under which a package of incentives like Running Allowance, Allowance in lieu of Kilometerage for prescribed duties was made available to the Loco Inspectors performing foot plate duties in locomotive cabs of moving trains. A special pay of Rs.300 per month was granted to Power Controllers and Crew Controllers. These Controllers drawn from loco running staff prior to 1.1.1993 were given an option either to come over to the new scheme or continue as per the old conditions of service. The Railway Administration has further informed us that the existing incentives are not attractive enough to motivate the running staff to accept the loco running supervisory post and that a Departmental Committee is reviewing the entire scheme. The Ministry has also suggested that Loco Running Supervisors be given higher pay scales than normal replacement pay scales. We **are of the opinion that pay scales higher than recommended by us above would disturb relativities vis-à-vis pay scales of other Technical Supervisors in Railways. Since the Ministry is already reviewing the package of incentives granted to Loco Running Supervisors, it would be advisable to seek a solution to this problem by granting incentives (other than higher pay scales as suggested). The replacement pay scales however have improved due to slightly higher pay scales in present terms envisaged by us for Technical Supervisors in general.**

Anomaly of Senior drawing less pay than Junior

83.173 The Ministry of Railways has pointed out two specific situations peculiar to running staff which would result in the anomaly of senior drawing less pay than the junior.

i) In the first situation the pay of a senior running staff who is promoted to a loco running supervisory post before the crucial date of implementation of Pay Commission's recommendations would draw less pay than his junior who gets such a promotion after the revised scales have been introduced. This anomaly arises primarily as a result of quantum of pay element in running allowance which is reckoned as pay for all purposes.

ii) In the second situation, a senior employee who opts to switch over to Loco Running Supervisor's post from a lower grade of Goods Driver in the running category while his junior continues to progress in the normal running cadre and

is promoted to supervisory post after he becomes a Passenger Driver or Mail/Express Driver would draw less pay.

83.174 The Railway Administration resorted to the standard practice of stepping up of the pay of seniors in respect of the first situation since no undue benefit is granted to the senior by resorting to this mechanism. However, the staff falling in second category filed petitions in various Benches of Central Administrative Tribunals for the benefit of stepping up of pay. The Administrative Tribunals have upheld their claim and the special leave petition in this regard has been dismissed by the Supreme Court. The Railway Administration feels that the second category of staff have been granted undue benefit by virtue of stepping up of pay. **We make following recommendations for consideration of the Railway Administration:-**

i) **This problem be tackled by making suitable provisions in the revised incentive scheme for attracting staff for the post of Loco Supervisors as mentioned above. The selection criteria for those not progressing through a more arduous cadre can be modified to select the very best and prescribing more years (than existing five years) of qualifying service compared to arduous cadre.**

ii) **The specific posts restricted for Loco Drivers in the scheme of 1993 can be retained as such. However, the pay parity in respect of staff mentioned under situation at (i) above will have to be granted as a matter of natural justice and to observe the principle of equal pay for equal work.**

CIVIL ENGINEERING DEPARTMENT

Functions

83.175 The Civil Engineering Department in Railways is responsible for construction and maintenance of all permanent structures, including office/station buildings, staff quarters, tracks, bridges, etc. It also manages railway lands, roads, water supply, drainage, sanitation, etc. The important branches of this Department are as follows:-

i) Permanent Way
ii) Bridges
iii) Works
iv) Drawing and Design Office
v) Tie Tamping Organisation

Categories of staff

83.176 The head of the Department of this organisation in a Zonal Railway is a Chief Engineer who belongs to the Indian Railway Service of Engineers. We have discussed this Service in our Chapter on Engineering Services.

The main categories of staff can be broadly divided as follows:-

I) Engineering Workshop staff

This includes Artisans, Mistries, Chargemen, Foremen, including those in Tie Tamping Organisation responsible for maintenance of track

machines.

ii) Permanent Way/Works/Bridge Inspectors and Mistries

iii) Drawing Office staff:

Draftsmen, Design Assistants, Estimators, Tracers

iv) Supporting categories:

Gangmen, Keymen, Trolley Men, Gate Men, Mates

Pay scales

83.177 We have discussed the pay scales and service conditions of the first three categories (except Permanent Way/Works/Bridge Mistries) in Chapters on Workshop Staff and Engineering Services. However, we mention below the pay scales granted to these categories in accordance with our general approach on the pay structure of subordinate engineering cadres:-

Drawing Office Staff:

Designation	Pay Scales		Redesignation
	Existing Rs.	Proposed Rs.	
Asstt. Draftsman	1200-2040	1320-2040	Draftsman Gr.III
Sr. Draftsman	1400-2300	1600-2660	Draftsman Gr.II
Head Draftsman	1600-2660	1640-2900	Draftsman Gr.I
Chief Draftsman	2000-3200	2000-3500	Chief Draftsman
Design Assistant	1400-2300	1600-2660	Design Assistant III
		1640-2900	Design Assistant II
Hd. Design Assistant	1600-2660	2000-3500*	Design Assistant I
Chief Design Assistant	2000-3200	2375-3750	Chief Design Assistant

*(Direct recruitment of Engineering graduates (25%).

Chief Draftsmen

83.178 The Chief Draftsmen in the Civil Engineering Department have alleged discrimination against them in respect of pay scale vis-a-vis Chief Draftsmen in Production Units of Railways. We have examined this with reference to the recruitment rules and functions performed by Chief Draftsmen in the Civil Engineering Department and in Production Units. The Chief Draftsmen in Production Units have a promotion avenue to the post of Superintendent (Drawing Office) in the pay scale of Rs.2375-3500. The Draftsmen in Production Units belong to Mechanical and Electrical Departments. **There is a higher component (50%) of direct recruitment of Diploma Engineers in Mechanical/Electrical and S&T Departments compared to 20% in Civil Engineering Department in the pay scale of Rs.1400-2300. In addition, directly recruited Draftsmen in Mechanical/Electrical/S&T Departments undergo training for 2 years compared to 18 months in Civil Engineering Department. The drawing office staff in loco manufacturing production units have to do inspection and commissioning of prototype locomotives in addition to their normal duties. The service conditions of draftsmen in Civil Engineering and other departments are, therefore, not identical. However, with the revised pay structure proposed above, the career prospects of Draftsmen in Civil Engineering Department would improve. The pay scale of Superintendent (Drawing Office) has been rationalised by us to Rs.2375-3750 in present terms.**

Ferro Printers

83.179 The Ferro Printers have demanded skilled status and a special allowance. We have suggested in general that the category of Ferro Printers be

phased out in due course. At present Group 'D' staff in Civil Engineering Department can become Ferro-staff as shown below:

Peons/Khalasis — Rs 750-940
| Trade test
Ferro Printer — Rs 800-1150
| Suitability test
Head Ferro Printer — Rs 825-1200

83.180 This is considered adequate. **The existing ferro-printing staff may be placed in standard replacement scales recommended by us. We do not consider that the demand for skilled status and special allowance are justified.**

Inspectors

83.181 The payscales and designations of Inspectors will be as under:

Designation	Pay Scale Existing Rs.	Pay Scale Proposed Rs.	Redesignation	Remarks
Inspector of Works/Permanent Way Insp/Bridge Insp Grade III	1400-2300	1600-2660	Junior Engineer Grade II (Works/P Way/Bridge)	As for other Diploma holders
Inspector of Works/Permanent Way Insp/Bridge Insp Grade II	1600-2660	1640-2900	Junior Engineer Grade I (Works/P Way/Bridge)	Next higher Scale of JEs
Inspector of Works/Permanent Way Insp/Bridge Insp Grade I	2000-3200	2000-3500	Section Engineer (Works/P Way/Bridge)	-do-
Chief Insp of Works/Permanent Way/Bridge	2375-3500	2375-3750	Senior Section Engineer (Works/P Way/Bridge)	Rationalised scale

Mistries

83.182 It has been represented to us that Mistries in the Works/Permanent Way and Bridge Branches are in the same pay scale of Rs.1400-2300 as their supervisory Inspectors in these branches. **We propose to retain the pay scale of Mistries as Rs.1400-2300 in present terms. The initial pay scale of Inspector has been upgraded to Rs.1600-2660 by us. There would thus be no anomaly with regard to the pay scales of the supervisory Inspectors and supervised Mistries in these branches.**

Artisan Staff

83.183 We have recommended retention of the existing pay scales of Artisan staff in workshops except the merger of the two pay scales of highly skilled categories viz Rs.1200-1800 and Rs.1320-2040 into a single highly skilled pay scale of Rs.1320-2040. **The pay structure proposed by us in this respect will be applicable to Artisan staff in Civil Engineering workshops.** All other recommendations in general made in respect of Artisan staff would apply to artisans in this Department as well.

Supporting Categories

83.184 The supporting categories are in following pay scales

Gangman/Trolley Man/Gate Keeper, etc — Rs 775-1025
Senior Gangman/Trolley Man/Gate Keeper etc Grade II — Rs 800-1150

Senior Gangman/Trolley Man/Gate Keeper etc Grade I	Rs.825-1200
Keyman	Rs.825-1200
Worksmate	Rs 800-1150
Gangmate/Permanent Way Mate	Rs 950-1500

Worksmate and Keyman

83.185 The Ministry of Railways has brought to our notice that Keyman and Worksmate were in identical pay scale of Rs.210-270 (Third CPC scale) till restructuring of the cadres in 1983, when the posts of Keymen were segregated into two scales of Rs.210-270 and Rs.225-308. Similarly, the Permanent Way Mates originally in the pay scale of Rs.225-308 were provided a second scale of Rs.260-400. The Fourth CPC granted single pay scales of Rs.825-1200 to Keymen and Rs.950-1500 to Permanent Way Mate/Gang Mate The Worksmate who continued in the pay scale of Rs.210-270 were placed in the revised pay scale of Rs.800-1150. The Ministry has also pointed out that.

i) The posts of Worksmate are generally filled from amongst Khalasi Helpers who are also in the pay scale of Rs.800-1150.

ii) A Worksmate supervises about 20 Khalasies and his duties including supervision of his unskilled workforce and specific work assigned to him which may include loading and unloading of material from goodshed depots, earth work, erection of steel work, repairs of buildings, roads, etc.

iii) Some kind of technical knowledge is involved in the work assigned to the Worksmate.

Our recommendations

83.186 In the light of the above facts the Ministry has supported the demand for parity of pay scales between Worksmate and Keyman. We endorse the views expressed by the Ministry and recommend that Worksmate be granted the pay scale of Rs.825-1200 in present terms.

Inter-grade ratios

83.187 There is another demand for parity in inter-grade ratio between the posts of Worksmate and Permanent Way Mate. We are, however, of the view that this is an administrative matter which may be examined by the Ministry of Railways in the light of our recommendations on pay structure.

Other categories

83.188 The standard replacement pay scales may be granted to all other supporting categories in Civil Engineering Department as recommended by us elsewhere

MECHANICAL ENGINEERING DEPARTMENT

Functions

83.189 Mechanical Engineering Department is responsible for repair and maintenance of rolling stock and other plant and equipment. It also provides locomotive power (steam and diesel traction) for haulage of trains. The Department manages a large number of repair and maintenance workshops, carriage and wagon depots and locomotive sheds The main categories of employees in the Department are as follows :-

i) Workshop staff

Artisans and Supervisory categories in workshops and in Open Line Depots and Sheds.

ii) Loco running and supervisory staff

iii) Other Engineering supervisors like Train Examiners, Carriage and Wagon Supervisors

iv) Drawing Office staff.

v) Chemists and Metallurgists. .

All these categories above, except Chemists and Metallurgists, have been covered by us in in this Chapter or separately in other Chapters. We, however. mention below the pay structure recommended by us.

Train Examiners (TXR) and Carriage and Wagon Supervisors

83.190 The Train Examiners and Carriage and Wagon Supervisors are responsible for examination of trains, maintenance of coaches and wagons in carriage and wagon depots, washing, cleaning and disinfection of coaches at the station and inspection of cars and coaches of Accident Relief trains. Carriage and Wagon Inspectors and Foremen compile important statistics on the rolling stock and provide inputs to the Divisional Mechanical Engineers.

83.191 The Train Examiners are partly recruited with the qualification of Diploma Engineers in Mechanical or Electrical Engineering and are partly drawn from the cadre of Artisans by selection. Twenty percent of posts in the payscale of Rs.2000-3200 are filled by direct recruitment of engineering graduates.

83.192 **In accordance with the proposed general pay structure for Engineering Diploma holders, we recommend following pay scales/revised designations for Train Examiners:-**

Designation	Existing Rs.	Proposed Rs.	Re-designation
Train Examiner	1400-2300	1600-2660	Junior Engineer Grade II (Carriage & Wagon)
Head Train Examiner II/ Carriage & Wagon Insp.	1600-2660	1640-2900	Junior Engineer Grade I (Carriage & Wagon)
Head Train Examiner I/ Carriage & Wagon Insp.	2000-3200	2000-3500	Section Engineer (Carriage & Wagon)
Chief Train Examiner/ C&W Foreman Supdt.	2375-3500	2375-3750	Senior Section Engineer (Carriage & Wagon)

Design and Drawing Office

83.193 In line with the proposed general pay structure and pay scales proposed for Design/Drawing Office staff in Civil Engineering Department, we recommend the following pay scales in present terms and revised designations:

Designation	Pay Scales Existing Rs.	Proposed Rs.	Revised Designation
Asstt. Draftsman	1200-2040	1200-2040	Draftsman Grade III
Sr. Draftsman Jig and Tool Designer Grade II	1400-2300	1600-2660	Draftsman Jig and Tool Designer Grade II
Head Draftsman Sr. Jig Tool Designer	1600-2660	1640-2900	Draftsman Jig and Tool Designer Grade I
Chief Draftsman Chief Jig and Tool Designer	2000-3200	2000-3500	Chief Draftsman Chief Jig and Tool Designer
Superintendent (Drawing	2375-3500	2375-3750	Superintendent (Drawing Office)

Chemists and Metallurgists

83.194 The Chemists and Metallurgists are the scientific auditors. No raw material can be used in production unless they certify it to be of appropriate quality. In addition to conducting several tests and analyses on materials, the Chemical and Metallurgical Wing performs following important functions:-

1. To assess the suitability of non-metallic items for use.
2. To formulate suitable non-destructive testing techniques to the components meeting with frequent failures on line to ensure public safety.
3. To conduct metallurgical surveillance as well as strength improvement in parts which are unable to withstand normal service conditions.
4. To suggest remedial measures to avoid further failure of components.
5. To assess the quality of welding and suggest suitable welding techniques to ensure quality out-turn.
6. To check the quality of paints supplied in order to ensure quality out-turn.
7. To assess the quality of fuel and lubricating oils in laid down periodicity to ensure smooth working of diesel locos.

83.195 We find that the science graduates and post graduates/degree holders in Metullargy and Chemical Engineering are recruited in very low pay scales in this cadre. This can be seen in the following cadre profile:-

Cadfre Profile

Lab Assistants/Chemists and Metallurgists :

The vacancies in the grade of Laboratory Assistants in scale Rs.975-1540 are filled as under:-

- 50% by direct recruitment of candidates with Matric or Higher Secondary with Science + 2 years' experience in testing of material, through the Railway Recruitment Boards; and

- 50% by promotion of Group 'D' staff possessing the qualification for direct recruitment.

Jr. Chemical and Metallurgical Assistant(JCMA)

3. The next higher grade posts of Junior Chemical & Metallurgical Asstt.(JCMA) in scale Rs.1320-2040 are filled as under:-

- 50% of the vacancies by direct recruitment of Science Graduates with Physics and Chemistry through the Railway Recruitment Boards; and

- 50% of the vacancies by promotion of Laboratory Assistant in the lower scale of Rs.975-1540 and possessing the qualification for direct recruitment relaxable to Matriculation or equivalent with Science.

Chemical and Metallurgical Assistant(CMA)

4. The vacancies in the next higher grade of Chemical and Metallurgical Asstt. (CMA) in scale Rs.1400-2300 are filled as under:-

- 66-2/3% by direct recruitment of candidates possessing Degree in Metallurgy/Chemical Engineering or M.Sc degree in Chemistry/Applied

Chemistry through the Railway Recruitment Boards; and

33-1/3% by promotion of staff in the lower grade of JCMAs who are eligible for being considered for promotion subject to their passing a test, a common question paper which is set by RDSO.

Higher grade posts available to CMAs in scale Rs.1400-2300.

Lab Supdt (Rs.1640-2900)
Supdt. (X Ray/Spectography/Industrial Engineering) (Rs.2000-3200)

Laboratory Assistants

83.196 The Federations of Railway employees have represented that the Scientific staff of Railways were clubbed with laboratory technicians of other Ministries and Departments which resulted in serious disadvantage to them. They have demanded that the Laboratory Assistants should be appropriately placed in a payscale higher than their existing pay scale of Rs.975-1540. We have evolved a general pay structure for Laboratory Attendants and Assistants in Scientific laboratories. This is indicated below:-

Designation	Pay Scale Rs.	Recruitment Qualification
Lab. Attendant III	750-940	VIII Standard
Lab. Attendant II	775-1025	---
Lab. Attendant I	800-1150	---
Lab. Assistant III	950-1500	Matric with Science + Cert /Dip. in Lab. Tech. (including DMLT) or 10 + 2 with Science.
Lab. Assistant II	1320-2040	---
Lab. Assistant I	1400-2300	---

Our recommendations

89.197 **We would suggest that the Ministry of Railways adopt this structure mutatis mutandis and prescribe pay scales along with enhancement of recruitment qualifications wherever necessary as recommended by us.**

Chemists and Metallurgists

89.198 We have carefully examined the cadre profile of Chemists and Metallurgists, particularly the high recruitment qualifications for the posts of Junior Chemical and Metallurgical Assistants and Chemical and Metallurgical Assistants. **Further, considering the functions performed by them and our general approach on grant of pay scales to graduates and post graduates in science/engineering graduates, we recommend the following pay structure with revised designations for this cadre:-**

Designation	Pay Scales		Revised Designation
	Existing Rs.	Proposed Rs.	
Jr. Chemical & Metallurgical Assistant(JCMA)	1320-2040	1600-2660	Chemical and Metallurgical Assistant(CMA)-II
Chemical and Metallurgical Assistant(CMA)	1400-2300	1640-2900	Chemical and Metallurgical Assistant(CMA)-I
Lab Superintendent	1640-2900	2000-3500	Chemical and Metallurgical Superintendent(CMS)-II
Superintendent	2000-3200	2375-3750	Chemical and Metallurgical

X-Ray/Specto-graphy/Industrial Engineering	Superintendent(CMS)-I

SINGAL AND TELCOMMUNICATION DEPARTMENT

Functions

83.199 The importance and role of Signal and Telecommunication Department has grown in recent years due to advancement in technology and the crucial role performed by this department in the safety of train operations. In fact, improved signal and telecommunications can increase the capacity of train operations many times more than heavier investments in other segments of Railways. Like any other engineering Department, this Department is also headed by a Chief Signal and Telecommunication Engineer on a Zonal Railway. The Group 'A' officers of this Department belong to the Indian Railway Service of Signal Engineers.

The Group 'C' staff can be mainly divided into following groups -

i) Inspectors
ii) Maintenance staff - Signal/Telecom/Wireless Maintainers
iii) Telephone Operators
iv) Workshop Artisans and Supervisory staff
v) Cipher Operators

Signal and Telecom Maintenance

83.200 The Signal and Telecom Maintainers have represented that they should not be treated as Artisans and clubbed with the workshop staff for granting payscales but should be treated as technical staff.

83.201 The Ministry of Railways has pointed out that the Signal Maintainers were classified as Artisans (skilled) by the Railway Works Classification Tribunal (RWCT) in 1948 on the basis of the recommendations of First CPC. The Third CPC and RWCT 1976 further confirmed this status of Signal Maintainers as Artisans. The Ministry while admitting that the Signal Maintainers perform a job of sophisticated nature as compared to Artisans, maintains that these Maintainers are essentially workers and not supervisors However, the Maintainers have been given a higher inter-grade ratio compared to workshop Artisans as mentioned below:-

Inter-grade Ratio (percentage)

	Workshop Artisans	Signal Maintainers
Skilled (Rs.950-1500)	30	15
Highly Skilled Grade II (Rs.1200-1800)	30	25
Highly Skilled Grade I (Rs.1320-2040)	35	50
Master Craftsman (Rs.1400-2300)	05	10

Our recommendations

89.202 **We recommend that the payscales of workshop Artisans (including the merger of Highly Skilled Grade II and Grade I into Rs.1320-2040) be granted to Signal and Telecom Wireless Maintainers as these categories corresponds to Artisans. However, the edge in inter-grade ratio for Signal and Telecom Maintainers as compared to Artisans in general**

should be retained

Inspectors

83.203 The pay structure for inspectors of S&T Department is proposed to be the same as for Engineering Diploma/Engineering Graduate Technical Supervisors of other departments in Railways. **Pay scales in present terms and revised designations are recommended as under:**

Designation	Pay Scales		Revised Designation
	Existing Rs.	Proposed Rs.	
Signal/Telecom Inspector	1400-2300	1600-2660	Jr. Engineer Gr.II (Signal/Telecom)
Signal/Telecom Inspector-II	1600-2660	1640-2900	Jr. Engineer Gr.I (Signal/Telecom)
Signal/Telecom Inspector I	2000-3200	2000-3500	Section Engineer (Signal/Telecom)
Chief Signal/Telecom Inspector	2375-3500	2375-3750	Sr. Section Engineer(Signal/Telecom)

Telephone Operators

83.204 Telephone Operators in Railways, in addition to the conventional function of providing communication, handle trunk-boards including electronic and console operated trunk services and organise conferences of various departments of Railways on punctuality, safety and security matters, every day. The initial recruitment qualification for Telephone Operators is simple Matriculation, compared to 10 + 2 for Telecom Assistants in the Department of Telecom where the initial payscale is higher than that of Telephone Operators in Railways.. The Telephone Operators have demanded that their cadre should be granted the highest existing Group 'C' payscale of Rs.2375-3500 in Railways. As a general principle, we have recommended the apex Group 'C' payscale in cadres wherein graduates or engineering diploma holders are recruited for the initial or an intermediate grade. **We recommend the following rationalised pay structure for Telephone Operators:-**

	Existing Pay Scale Rs.	Proposed Pay Scale Rs.
Telephone Operator Gr.II	950-1500	950-1500
Telephone Operator Gr. I	1200-2040	1320-2040
Sr. Telephone Operator	1400-2300	1600-2660
Hd. Telephone Operator	1600-2660	1640-2900
Chief Telephone Operator	2000-3200	2000-3500

Telegraph Signallers Special Pay

83.205 The Telegraph Signallers, who are used as Teleprinter Operators, have demanded that the Special Pay for working on Teleprinters be enhanced from Rs.30 to Rs.100 per month as they employ greater skills to work on computer systems. The Ministry has explained that some volunteers are drafted from the cadre of Signallers to operate on Teleprinters. Such Signallers in the payscale of Rs.950-1500 or Rs.1200-2040 who work as Teleprinter Operators for more than ten days a month are granted Special Pay of Rs.30 per month. The Ministry plans to continue this arrangement till a separate cadre of Teleprinter Operators is formed.

Ministry's views

83.206 The Ministry has further mentioned that the payscale of Teleprinter Operators and Telegraph Signallers in the Telecom Department is Rs.950-1500 only, with no Special Pay. The Ministry has recommended that the Special Pay to the Signallers working as Teleprinter Operators be abolished.

Our recommendations

83.207 **In line with our general approach that no Special Pay be granted, particularly to employees working on modern aids like computers or computerised equipment, we consider that the Special Pay granted to Telegraph Signallers when used as Teleprinter Operators is not justified. We accordingly recommend that this Special Pay be withdrawn.**

Examination for Promotions

83.208 The staff of Signal and Telecom Department have also demanded that examinations held for promotions in the Department be abolished. **However, we do not endorse this suggestion and agree with the Ministry of Railways that the written examinations, wherever specified for the purpose of selection of staff for higher responsibilities, help in determining merit and suitability of employees for such posts.**

Pie Money

83.209 Pie Money is paid as additional remuneration per message, worked in excess of the specified number of messages, to Telegraph Signallers, Teleprinter Operators and Wireless Operators. The staff have demanded that the Pie Money be suitably increased. The Ministry of Railways have made a detailed comparison in this respect with the Department of Posts and Telecommunications. The existing schemes in the two Departments compare as under:-

Norm be Category	No. of messages to be handled beyond which out-turn allowance would become payable
	Railways
Telegraph Signaller	100
Teleprinter Operator	200
Wireless Operator: a) when Link connects 2 stations by when net connects more than 2 stations)	10 60
Rate of out-turn allowance.	
Telegraph Signaller Teleprinter Operator Wireless Operator	5 paise per message sent or received over the prescribed norm.

	P&T	
No. of Standard Telegrams	**Incentive rates for each standard Telegram earned in excess of norms.**	
	Sent	**Received**
upto 220	Nil	Nil
Slab I-221-300	40 message @ 6 paise	40 messages @4 paise
Slab II-301-400	30 messages @10 paise	50 messages@ 6 paise
Slab III-401 & above	14 paise per message	8 paise per message

Our recommendations

89.210 The Third CPC had recommended that Pie Money given to Signallers on Railways and to staff in the Department of Posts and Telecommunications should be brought at par. **We reiterate this basic principle of maintaining parity in respect of Pie Money between the two Departments. However, considering the extent of modernisation in the telecom equipment and operations, we recommend that the Pie Money at the rate of 10 paise per message beyond the prescribed norm be paid to Telecom staff in Railways instead of 5 paise, as at present. The prescribed norm beyond which this**

allowance will be admissible for Teleprinter Operators, however, may be revised from existing 200 messages to 250 messages. The norms may be suitably revised for other categories by the Ministry of Railways.

Cipher Staff

83.211 The Cipher Operators perform a very sensitive job which is important from the point of national security. They are responsible for transmitting and deciphering secret and top secret messages through a coded groups of numericals and alphabets. They maintain secrecy under the Indian Official Secrets Act, 1923.

83.212 The Cipher Operators have brought to our notice that the payscale of Cipher Inspector has been downgraded as a consequence of Fourth CPC's recommendations. They have demanded suitable higher pay scales and encadrement of the post of Cipher Inspectors. We consider the demands of the Cipher staff justified and recommend following payscales and revised designations for them:

Designation	Pay Scales		Revised Designation
	Existing Rs.	Proposed Rs.	
Cipher Operator Gr.II	1400-2300	1600-2660	Cipher Operator Gr.II
Cipher Operator Gr.I	1600-2660	1640-2900	Cipher Operator Gr.I
Cipher Inspector	1600-2660 +Rs.200 Spl. Pay	2000-3500	Cipher Superintendent

Other Common Categories

83.213 The Workshop Artisans and Supervisors and staff covered by other common categories have been discussed in other Chapters.

ELECTRICAL ENGINEERING DEPARTMENT

Functions

83.214 The Electrical Engineering Department is responsible for installation and maintenance of electric traction, train lighting, maintenance of electric locomotives, generation and distribution of electric power to Railway installations. It is expected that this Department will acquire greater importance due to phasing out of steam traction and for providing a mode of traction which is cheaper and environmentally cleaner than the diesel traction. The staff of this Department work in electrical workshops, loco sheds, sub-stations and maintain overhead equipment (OHE). The staffing pattern in the Department is identical to that of Mechanical Workshop Staff and Supervisors, Drawing Office staff etc. The pay structure recommended for these staff, therefore, will be applicable to staff in this Department as well. Some specific problems and issues brought to our notice, however, are discussed below.

Group 'D' Staff

83.215 It has been represented to us that Group 'D' staff working on live OHE and rolling stock are required to do work for which they are supposed to be acquainted with safety rules and possess a competency certificate. Such staff, however, are classified as unskilled and have been granted payscales of a Khalasi and Cleaner Khalasi i.e. Rs.750-940 and Rs.775-1025. It has been demanded that such staff should be classified as Skilled staff and their remuneration fixed accordingly. We are of the opinion that the skilled classification is an

administrative matter which can be decided after a proper job evaluation. The Railway Administration may take suitable note of the skill requirement on such jobs and consider re-classification on merits.

High Voltage Risk Allowance

83.216 The staff of this Department have also demanded high voltage/tension risk allowance for all traction staff working in DC/AC electric distribution and rolling stock/electric loco sheds. However, we have confined the grant of risk allowance to the categories already covered by the scheme. Any deviation will have wider implications and we find ourselves unable to accept this demand. There is also a demand for a suitable risk insurance scheme for the electric traction staff. **We have made recommendations in general for ex-gratia payment in case of death of any employee while on duty. This scheme would cover the Electric Traction staff of this Department as well.**

Pay Scales of Chargemen

83.217 It has been suggested that the payscales of Chargeman 'A' and 'B' in the Traction Rolling Stock Wing/ Electric Locosheds be merged since they perform similar duties. At present these two posts are in the payscale of Rs.1400-2300 and Rs.1600-2660. We have considered this demand in general while recommending the payscale for Technical Supervisors in Workshops. **We have recommended following grade structure for workshop Technical Supervisors:-**

Designation	Existing (Rs.)	Proposed (Rs.)
Chargeman 'B'	1400-2300	1600-2660
Asstt. Traction Foremen/ Asstt. Elect. Foremen/ Chargeman 'A'	1600-2660	1640-2900
Asstt. Shop Supdt./ Traction Foremen/Elect. Foremen	2000-3200	2000-3500
Shop Supdt./Chief Traction Foremen	2375-3500	2375-3750

STORES DEPARTMENT

Functions

83.218 The Stores Department is responsible for purchase, custody and issue of Railway materials and stores to different Departments in Railways. The supply of forms, stationery, uniforms, etc., is also managed by this Department. The Group 'A' Officers in this Department are engineers recruited through Combined Engineering Services Examination and belong to the Indian Railway Stores Service. The subordinate cadre of Storekeepers is a blend of Ministerial staff and Engineering Diploma holders.

The Department manages a number of Railway Printing Presses and Clothing Factories. The staffing pattern in Clothing Factories, Printing Presses and Forms and Stationery Depots, etc., conform to the pattern of workshop Artisans and Supervisors. We have discussed these categories in separate, different Chapters.

Depot Store Keepers

83.219 The Depot Store Keepers who are partly Diploma Engineers have demanded parity with Technical Supervisors in other Departments of the Railways, particularly in respect of the apex Group 'C' payscale. We have examined the career progression and promotion pattern of Ministerial and non-ministerial staff in this Department.

83.220 **In line with our general approach on the pay structure of Diploma Engineers and Ministerial staff in a subordinate office, we recommend following pay structure for the staff in this Department:**

Designation	Pay Scale (Rs.) Existing	Proposed	Revised Designation
Junior Clerk	950-1500	950-1500	—
Senior Clerk	1200-2040	1400-2300	(partly graduate entry)
Head Clerk	1400-2300	1600-2660	—
Chief Clerk	1600-2660	1640-2900	
Office Superintendant	2000-3200	2000-3500	Office Supdt.-II
—	—	2375-3750	Office Supdt.-I
Stores Chaser	1200-1800	1320-2040	—
Depot Store Keeper Gr.III	1400-2300	1600-2660	(partly Dip. Engrs) DSK-II
Depot Store Keeper Gr.II	1600-2660	1640-2900	DSK-I
Depot Store Keeper Gr.I	2000-3200	2000-3500	Depot Store Supdt. II
	—	2375-3750	Depot Store Supdt. I (to maintain parity with Diploma Engineers in other Departments)

Demand for Allowance

83.221 The Depot Store Keepers have demanded material allowance/custodian allowance, overtime, risk allowance, etc. **However, we do not consider demand for any of these allowances to be justified.**

Shipping Inspectors

83.222 There are certain posts of Shipping Inspectors on Eastern Railway and Chitaranjan Locomotive Works in following payscales:

Pay Scale(Rs.)	No of Posts
1400-2300	36
1600-2660	11
2000-3200	06

Our recommendations

83.223 The Shipping Inspectors look after the work in connection with Railways and Ports and are selected from volunteer Depot Store Keepers and Ministerial staff of the Stores Department. **We recommend following payscales and revised designations for these Inspectors in order to maintain parity with the cadre of Depot Store Keepers:**

Designation	Pay Scale (Rs.) Existing	Proposed	Revised Designation
Shipping Inspector	1400-2300	1600-2660	--
Sr. Shipping Insp.	1600-2660	1640-2900	--
Chief Shipping Insp.	2000-3200	2000-3500	Shipping Supervisor Grade II
----	----	2375-3750	Shipping Supervisor Grade I

MINISTERIAL AND PERSONNEL STAFF (OTHER THAN ACCOUNTSDEPARTMENT) AND STENOGRAPHERS

Functions

83.224 The Personnel Department in Railways is responsible for a complex variety of jobs ranging from routine preparation of pay rolls and maintenance of personal files to relatively more important matters such as

appointments, promotions, recruitment and sensitive and complicated administration of labour laws. The Department is actively associated in the functioning of Permanent Negotiating Machinery at all levels in the Railway organisation. It also promotes welfare, sports activities and looks after the general well-being of the Railwaymen. The Department is now managed by Group 'A' Officers of the Indian Railway Personnel Service which has come of age. Each Zonal Railway Department is headed by a Chief Personnel Officer who is supported by officers of lower ranks.

Our recommendations

83.225 We have discussed our general approach to the pay structure of Ministerial staff in subordinate offices in the relevant Chapter. The pay structure being recommended for staff in Railway subordinate offices would, by and large, conform to this pattern with minor modifications. In Railways, unlike other Departments, one-third of Senior Clerks in the payscale of Rs.1200-2040 are directly recruited Graduates. Similarly, there is a unique feature in Railways with regard to the classification of the payscale of Rs.2375-3500 as apex Group 'C' payscale. We have, therefore, considered the pay structure of Ministerial staff in Railways in the context of the overall pattern for subordinate offices and pay structure for different Railway categories where Graduates are inducted into the cadre. **We recommend the following pay structure for Ministerial staff:-**

Designation	Pay Scale (Rs.)		Remarks
	Existing	Proposed	
Office Clerk	950-1500	950-1500	No change
Senior Clerk	1200-2040	1400-2300	Due to graduate entry to 1/3rd posts
Head Clerk/ Personnel Inspector HOER Inspector Gr.III	1400-2300	1600-2660	Subordinate office pattern
Chief Clerk/OS Gr.II Personnel Inspector HOER Inspector Gr.II	1600-2660	1640-2900	-do-
Office Supdt. Gr.I/OS/ Personnel Inspector HOER Inspector Gr.I	2000-3200	2000-3500	-do-
Chief Office Superintendent/ Chief Personnel Inspector/ Chief HOER Inspector	—	2375-3750	New post to be created on the general Railway pattern

83.226 The Ministry of Railways has brought to notice an anomaly due to higher pay drawn by the Clerks holding specified ten percent posts involving duties of an arduous and complex nature and carrying a Special Pay compared to their seniors on promotion to the post of Head Clerk. This anomaly has arisen as a result of an award of the Board of Arbitration which permitted that the Special Pay attached to the ten percent posts be taken into account for fixation of pay on promotion with effect from 1.9.1985.

Ten percent posts carrying Special Pay

83.227 The Ministry has suggested that ten percent posts of the Senior Clerks be placed in the higher grade of Head Clerks and the Special Pay be abolished to remove this anomaly. **We have considered this suggestion and endorse the proposal of the Ministry for upgradation of ten percent posts of Senior Clerks involving arduous nature of work to the posts of Head Clerks. The Special Pay attached to these posts accordingly may be abolished.**

Stenographers

83.228 At present the Stenographers on Zonal Railways and

Production Units are in following scales of pay:-

Designation	Pay Scale (Rs.)
Stenographers	Rs.1200-2040
Stenographers	Rs.1400-2300
Personal Assistant	Rs.1640-2900

Ministry's views

83.229 The Ministry has informed us that it has not been possible to provide relief to the cadre of Stenographers against stagnation, due to the linkage of the level of stenographic assistance to the scale of officers. The Ministry has not been able to restructure the cadre of Stenographers as in the case of other cadres in Railways. **It has, therefore, been suggested that the scale of pay of Stenographers and that of the officer be delinked. We find the proposal of the Ministry to be justified. We have otherwise, with a view to relieving stagnation in the cadre of Stenographers in non-secretariat offices, recommended that the posts of Stenographers in the existing payscales of Rs.1200-2040, Rs.1400-2300/Rs.1400-2600 and Rs.1640-2900 (posts being designated as Stenographer Grade III, II and I respectively) be pooled together in the ratio of 40:40:20 on the pattern of Central Secretariat Stenographers Service by individual Departments, wherever feasible and in small offices where no posts in Grade II and Grade I exist, the provisions of Assured Career Progression be applied. We suggest that these recommendations be made applicable to Railways as well.**

Secretariat Assistance to High Ranking Officers

83.230 In line with our general recommendations for improving the secretarial assistance to high ranking officers, we recommend the following scale of stenographic assistance to the officers of the rank of General Manager or equivalent and principal head of department/equivalent officers:-

General Manager/equivalent :	Principal Private Secretary(PPS) - 1, Personal Assistant(PA) - 1; Lower Division Clerk(LDC)/Stenographer Grade 'D' - 1
Principal Head of Department/ equivalent (Addl. Secy. equivalent)	PPS - 1; PA - 1; LDC/Stenographer Grade 'D' - 1
Head of the Department : (Jt. Secy. equivalent)	PS - 1; LDC/Stenographer Grade 'D' - 1

Our recommendations

83.231 **We recommend the following pay structure for the cadre of Stenographers:-**

Designation	Existing Pay Scale	Proposed Designation	Proposed Pay Scale	Remarks
Stenographer	1200-2040	Stenographer Grade III	1320-2040	Rationalised payscale
Senior Stenographer	1400-2600	Stenographer Grade II/PA	1600-2660	Due to 33 1/3% direct entry of graduates
Personal Assistant/ Confidential Assistant	1640-2900	Stenographer Grade I/Sr. PA	1640-2900	No change
Sr. Confidental Assistant	2000-3200	Private Secretary Grade II	2000-3500	Rationalised payscale
Private Secretary	2375-3750	Private Secretary Grade I	2500-4000	-do-
	----	Principal Private Secretary Gr. II	2200-4000	New post, with payscale equivalent to PPS in other

ACCOUNTS DEPARTMENT

Functions

83.232 The Accounts Department is responsible for the internal audit and accounting of all revenue and expenditure transactions on the Railways. In addition, the department renders financial advice to administrative departments in virtually all matters relating to Railway finances.

Organisation

83.233 In a Zonal Railway the department is headed by a Financial Adviser and Chief Accounts Officer. Group 'A' officers of the department belong to the Indian Railway Accounts Service Group 'A' posts of Assistant Accounts Officers are filled by promotion from Accountants. Inspectors of Station Accounts and Inspectors of Stores Accounts who are selected for these posts through a written test and viva-voce.

Accounts Clerks, Accountants and Inspectors

83.234 Accounts Clerks in the pay scale Rs.950-1500 are recruited through Railway Recruitment Board with the qualification of Matriculation with not less than of 50% marks. 25% posts, however, are ear-marked for promotion of eligible group 'D' staff. An important feature is direct recruitment at the next level of Junior Accounts Assistants(JAAs) (Rs 1200-2040) to the extent of 80% through Railway Recruitment Boards. The recruitment qualifications for JAAs is a University Degree with preference for Ist and IInd divisions in Honours and Master's degree. We have noticed that another peculiar feature (distinct from other departments of Railways) of recruitment and promotion rules in the Accounts Department is qualifying examinations for confirmation as Junior Accounts Assistant and promotions at subsequent higher levels

Our recommendations

83.235 We have examined the recruitment rules channel of promotion and the job requirements of posts in the Accounts department. Although there is a gradutate entry at the level of Junior Accounts Assistants, it has not been found feasible to grant them the scale of Rs.1600-2660, because a) this would violate the general pattern of promotions in subordinate offices b) there would be a sudden jump from Rs.950-1500 to Rs.1600-2660 which has not been permitted elsewhere and c) it would generate similar demands from graduate-entry UDCs in CBEC, CBDT and other subordinate offices. **In the light of our general proposals for the staff in Audit and Accounts Department, we recommend the following pay structure for Accounts staff in Railways.**

Designation	Pay Scales		Remarks
	Existing Rs.	Proposed* Rs.	
Accounts Clerk Examination(75% of 20%)	950-1500	950-1500	No change
Jr Accounts Assistant Rationalisation of pay DR(Graduates 80%) scale Examination Accounts Assistant Stock	1200-2040	1320-2040	

Verifier	1400-2600	1600-2660 Stock Verifier Grade II	Rationalisation
Examination Section Officer (A/cs)/ Travelling Inspector(A/cs)/			
Inspector of Stores Account	1640-2900	1640-2900 Stock Verifier Grade I	No change
3 years (minimum) Sr. Section Officer(A/cs)/ Sr. Travelling Inspector(A/cs)/ Sr. Inspector of Stores (A/cs) Rationalisation	2000-3200	2000-3500	
Examination 75% LDCE 25% Asstt. Accounts Officer	2375-3750	2500-4000 (20% 2200-4000 (80%	Parity with organised Accounts cadres of other departments

Group 'D' Pay Scales

83.236 Group 'D' staff in the Department are in the standard pay scales as noted below -

Designation	Pay Scale Rs.
Peon/Hamal	750-940
Jamadar Peon	775-1025
Daftry	775-1025
Jr. Record Lifter	800-1150
Sr. Record Lifter	825-1200
Ticket Sorters	825-1200

We recommend standard replacement pay scales as suggested by us elsewhere for the posts mentioned above and their inclusion in the cadre of multi-skilled Group 'D' staff with 4-grade pay structure.

Departmental Examination for Promotion

83.237 We have received a large number of representations from Accounts staff in Railways for abolition of departmental examination for confirmation of Junior Accounts Assistants and their further promotions as Accounts Assistants and Section Officers (Accounts). The ministry has informed us that an Appendix-II-A IREM examination is essential for the promotion of the Accounts Clerks as Junior Accounts Assistants and confirmation of directly recruited Junior Accounts Assistants. Further, the posts of Section Officer (Accounts), Inspection of Stores Accounts and Travelling Inspectors of Accounts are filled by candidates who pass the professional Appendix-IIIA IREM examination. The ministry considers that the demand for abolition of these examinations is not only not feasible to be accepted but also that the same are essential to ensure adequate level of professional knowledge and skills for staff promoted to higher posts in Accounts department. **We fully endorse the views of Ministry of Railways in this regard. We also are unable to accept the demand by the Accounts staff for only seniority based promotion (without examination) to Group 'B' posts.**

Special Pay

83.238 The 'Appendix Examination qualified Accounts staff get

following special pay till promotion to next grade :-

Appendix II (A) qualified : Rs.35 p.m.
Appendix III (A) qualified : Rs.45 p.m. during first year, Rs.70 p.m. after first year.

This special pay is counted as pay for the purpose of pay fixation only to promotion to next grade. This amount was fixed after the Fourth CPC Report. **We recommend that this incentive amount be doubled and termed as 'Special Allowance'.**

Cost Accountant

83.239 It has been represented to us that the posts of Cost Accountant in Railway workshops have at times not been filled for want of qualified Cost Accountants. At present the pay scale attached to the post is Rs.1640-2900 and after rendering three years' service the incumbent is eligible for promotion to the scale of Rs.2000-3200. The ratio of lower and higher posts is 20:80. It has been demanded that departmentally qualified candidates who have passed Cost Accounting/Chartered Accounting (Inter) may be considered for appointment to these posts. It has further been brought to our notice that a fully qualified Cost Accounting is required to appear for Appendix-IIIA IREM examination and qualify in this examination for promotion to Group 'B' posts. There is a demand that such candidates be exempted from the purview of 'Appendix examination'.

Our recommendations

83.240 **We have examined the problem of non filling of posts of Cost Accountants in Railway units. In view of our general policy norm to grant suitable initial pay scales to professionals in Government, we recommend following pay structure for Cost Accountants in Railways.**

	Pay Scale (Rs.)		
	Existing	% age of posts	Proposed
Cost Accountant	1640-2900	20%	2000-3500
Sr. Cost Accountant	2000-3200	80%	2375-3750
Superintendent (Cost Accounts)			2500-4000

Revised Cadre structure

83.241 **The Ministry of Railways may work out a revised cadre structure for the three grade scheme. The posts of Superintendent(Cost Accounts) may be restricted to Production Units and big workshops. In view of significant improvement in pay scales recommended above, the demand for considering inter-passed Cost Accountants for posting as Cost Accountant is not considered justified. However, there may be no need for stipulating qualification in departmental Appendix IIIA(IREM) examination for promotion of qualified Cost Accountants to Group 'B' gazetted posts. We recommend 'exemption' of Cost Accountants in this regard.**

Stock Verifiers

83.242 The Stock Verifiers in Railways have demanded higher pay scales than Accounts Assistants and an incentive on acquiring graduate diploma in Materials Management as given to personnel in Stores Department. The Ministry of Railways have expressed difficulties in filling the posts of Stock Verifiers due to low pay scales. The ministry has further explained the problem and has brought to our notice that the posts of Stock Verifier in the grade of Rs.425-750 before Fourth CPC scales were filled from the category of Clerk Grade-I (300-560), selection grade Clerks Grade-I (Rs.425-700) and Sub-Heads

(Rs.425-700). The Stock Verifiers selected from these categories were given the benefit of pay fixation under FR-22-C and two additional increments for passing the qualifying Appendix-IV IREM examination. However, after Fourth CPC's recommendations the pay scales of erst-while sub-heads (now Accounts Assistants) and Stock Verifiers became identical as Rs.1400-2600. This deprived Stock Verifiers from the benefits of pay fixation under FR 22-C since promotion to identical scale of pay is not deemed to involve exemption of higher responsibilities The ministry has informed that despite the incentive of three advance increments for Stock Verifiers, Zonal Railways are facing difficulties in filling these posts. The ministry has supported the demand for higher pay scales for Stock Verifiers.

Our recommendations

83.243. We find that there is an acute shortage of Accounts Stock Verifiers on Railways due to non-availability of volunteers from among Accounts staff who prefer to pursue the normal promotion channel in the cadre The staff have to qualify in Appendix IV examination to become Stock Verifiers. Due to shortage of Stock Verifiers there are huge number of 'man-days' of stock-verification in arrears. This is proving to be detrimental to the financial interests of Railways which make annual stores purchase of the order of approximately Rs.6,500 crores. **It may not be possible to recommend pay scale higher than that of Accounts Assistant (i.e. Rs.1600-2660) for Stock Verifiers. The selection grade for Stock Verifiers which was available prior to IVth CPC may be revived as a second grade for Stock Verifiers. This pay scale is proposed to be Rs.1640-2900 in present terms. This will motivate Stock Verifiers to continue in their line and not be tempted to Accounts (Section Officer) stream.**

83.244 **The incentive scheme on Railways for acquiring higher qualifications provides for a lump sum grant of Rs.6000/- to staff of Stores Department on acquiring Graduate Diploma in Materials Management. We recommend that this benefit be extended to Stock Verifiers to motivate them for acquiring higher professional knowledge.**

Incentive Scheme Finger Print Examiner(FPEs)

83.245 The Finger Print Examiners check the thumb impression on pay bills and other documents, as well as service records in order to detect the fradulent payments. They also give their opinion on the original print for the purpose of verification.

Our recommendations

83.246 The Finger Print Examiners are drawn from amongst professionally experienced Accounts Department staff who have qualified Appendix II examination and possess a certificate from the All India Board for Finger Print Experts, Ministry of Home Affairs, Calcutta. The Appendix II examination qualified staff have been recommended to be placed in the pay scale of Rs.1600-2660 in present terms. **Following pay scales for Finger Print Examiners are recommended:**

Designation	Pay Scale	
	Existing Rs.	Proposed Rs
Finger Print Examiner	1350-2200	1600-2660
Sr Finger Print Examiner	1400-2300	1640-2900
Chief Finger Print Examiner	2000-3200	2000-3500

83.247 We have been informed that the retention of FPEs in their cadre has become difficult due to lack of promotion avenues. While it may not be feasible to create gazetted posts in their cadre as demanded, it is hoped that the proposed pay scales would bring significant improvement in their remuneration and they would be disuaded from seeking promotion avenues in the Accounts stream.

Cash and Pay Staff

83.248 The earnings of the Railways are received by Shroffs and re-packed denomination wise before being deposited in the Banks The Railway cashiers disburse payments to the staff who work at different locations (including very remote locations) on Railways During the course of their duty, Railway cashiers travel by trains and trollies.

Our recommendations

83.249 **Considering the cadre profile examined by us and the need to maintain existing realitivities between Cash and Pay Staff and the Ministerial Staff in general we recommend the following scales of pay for the staff in Cash and Pay branch:-**

Designation	Pay Scale		Remarks
	Existing Rs.	Proposed Rs.	
Shroff	950-1500	950-1500	No change
Senior Shroff/Cashier GradeII	1200-2040	1320-2040	Rationalised payscale
Head Shroff/Cashier Grade I	1400-2300	1600-266	Next scale on subordinate office pattern
Asstt. Divisional Cashier Inspector of Cashiers (also selection grade for Sr. Cashiers)	1600-2660	1640-2900	-do-
Divisional Cashier	2000-3200	2000-3500	Rationalised payscale
Asstt. Chief Cashier(Gr 'B')	2375-3750	2500-4000	-do-

Honorarium to Cashiers

83.250 The Ministry of Railways has brought to our notice that Cashiers get honorarium for work which is supposed to be part of their job. It has been mentioned that the honorarium is paid to compensate them for extra work done in handling money, particularly large sums of payments of Bonus or Overtime payments, and for the risk factor involved in handling money. The Ministry does not consider this situation as desirable The Ministry has expressed their helplessness in doing away with the system due to reluctance of Group 'C' and Group 'D' staff to accept salary through Banks and strong opposition of staff unions against change in yard sticks of honorarium.

Views of Ministry

83.251 To augment staff strength and avoid the problem of unfilled vacancies in the cadre of Cashiers the Ministry has suggested that an element of direct recruitment to the extent of 50% may be introduced for the posts of Cashiers Grade-II.

Views of Federations

83.252 Cash handling in Railways is massive and a sensitive matter. Cash and Pay staff are not only involved in payments to railway staff and suppliers/contractors but also play a significant role in timely deposit/accountal of cash earnings of the Railways. The importance of work done by Cash and Pay Branch should, therefore, be acknowledged The recognised Federations of Railwaymen maintain that the work-load of the cash and pay department has been increasing due to increased volume of passenger and freight traffic. but the staff

the requisite number of posts are created in Cash and Pay Branch.

Our recommendations

83.253 We find that different yardsticks for payment of honorarium are laid down on different Railways. These yardsticks are revised periodically in consultation with recognised constituents of Federations of Railwaymen. While we cannot go into the merits and demerits of 'Honorarium System', the following observations are made:-

- Ministry of Railways have issued instructions in the past to encourage railway employees to accept salary through Banks. Such a provision, however, cannot be imposed on employees covered by the Payment of Wages Act. A large number of railway employees are not only covered by this Act but also work in remote/isolated places where payment by Banks is not feasible However, **the Railway Administration should continue efforts to introduce payment of salaries through Banks to the extent possible.**

- There is no denying the fact that **the incidence of honorarium to Cashiers in Railways is high. However, this is an administrative problem which should be tackled by the Railway Administration** in conslutation with recognised Federations.

- **The suggestion of the Ministry in respect of direct recruitment to the category of Cashier Grade II is commendable and we accept this suggestion.**

MEDICAL DEPARTMENT

Organisation

83.254 The Medical Department in Railways covers the entire railway system with a network of 122 hospitals, 670 health units and Super Speciality Centres - Gastroenterology Centre in Mumbai, Cancer Research Institution in Varanasi, Opthalmic Unit at B.R. Singh Hospital in Calcutta and the Cardiac Unit of Railway Hospital at Perambur. Total number of employees in the Department as March 1995 were as follows:-

Group 'C'	10,707
Group 'D'	41,008
Group 'B' |	
Group 'A' |	2,335
Total	54,050

In addition to the normal medical services rendered to the railway employees, the department is engaged in administrative work and management of medical relief work at the time of railway accidents.

IRMS

83.255 The doctors in Railways belong to the Indian Railway Medical Service (IRMS) for which recruitment is made through Combined

Medical Services Examination conducted by the UPSC. The Service is headed by the Director General, Railway Health Services.

Structure of doctors

83.256 The Ministry of Railways has brought to our notice that there is shortage of doctors in Railways and a large number of posts are not filled, presumably due to unattractive career prospects and service conditions in the Railways.

Creation of a cadre of specialists

83.257 The Ministry has made a strong plea for creation of a specialist cadre of doctors within the Indian Railway Medical Service on the following grounds:-

(i) Different disciplines of medical science are developing very fast and more and more research and advancement is being made in every sphere of Medicine. To provide the best health service to Railway employees, it is essential to have a cadre of specialists.

(ii) Many Railway hospitals which are provided with equipment and infrastructure for the provision of specialist services, are not being made use of primarily because services of the concerned specialists are not available and this is because there is no organised system of recruitment of specialists and their proper placement and promotion in service.

(iii)At present the majority of the posts of specialists on the Railways are not identified. Therefore, there is no relation between recruitment and availability of specialists wherever required. This can be set right only if there is a specialist cadre.

(iv) The specialists on railways when recruited as general doctors find themselves generally doing a job different than that in which they have specialised. This results, on the one hand, in wastage of their special skills and, on the other, a lack of job satisfaction which many times results in specialists leaving the railway job for better opportunities and job satisfaction.

RRC recommendations

83.258 The Railway Reforms Committee 1984 made the following recommendations with regard to specialist medical service in Railways. :-

"The Railways should ensure that the postings of Specialists are so arranged that they are utilised as Specialists and their competence is not frittered away. For this purpose, setting up of a separate cadre of Specialists should be examined by the Railway Board"

Committee - recommendations

83.259 In pursuance to these recommendations the Railway Board constituted a Committee of Director General Railway Health Services, Executive Director, Management Services(Railway Board) and two Chief Medical Officers of Zonal Railways. The Committee was required to look into the justification for a separate cadre of specialists, the feasibility of having such a cadre and the best possible manner in which the cadre can be formed and sustained on the Railways It recommended formation of a Specialist Cadre in the Medical Department of the Railways. It suggested splitting up of the total IRMS cadre into a General cadre and Specialist cadre, with 1009 posts in the Specialist cadre. The total regular cadre of IRMS consists of 2,536 posts with the following grade-wise break-up:-

Director General (Rs.7300-8000)	=	01
HAG (Rs.7300-7600)	=	03
SAG (Rs.5900-6700)	=	81
JA Grade(including NFSG)	=	937
Senior Scale |	=	1250
Junior Scale |		
(Reserve posts)	=	254
Total		2536

The Committee also identified 1009 specialist posts in different hospitals of the Railways.

Our recommendations

83.260 We have considered the pros and cons of creating a separate cadre of specialists or a separate pool of specialists within IRMS in the context of our objective of creation of an All India Medical Service. **As a first step towards this final objective, we have separately recommended the merger of all health cadres in the Central Government except those in the armed forces, to form a Central Health Service. The Railway Medical Service will also be merged in the CHS.** We feel convinced that specialist medical services are absolutely essential to promote health and efficiency in Railways. **We accordingly recommend that a separate pool of specialists be created without any further delay. For the initial constitution of this separate pool of specialists, members of IRMS with post-graduate qualifications and not less than five years of service may be given an option to join this pool and be suitably screened for the purpose.** It may be pointed out that specialists to the extent of 25% of the vacancies of Divisional Medical Officers used to be recruited in the past in senior time scale in Railways. The Ministry will need to finalise the identification of specialist posts and work out the details and modalities of the of ratio of the generalists and specialists in a need-based manner. The initial constitution of the separate pool in the manner mentioned above will obviate the need for retrenchment of the existing doctors with specialist qualifications in Railways.

Benefits of specialists

83.261 **The posts of specialists which are not filled after the screening process referred above, can be filled through UPSC in the usual manner as is done in the case of Central Health Service. The initial pay scale for the specialist service as recommended by us for Central Health Service should be Rs.3000-4500 in present terms.** In addition to the higher initial payscale we have recommended that **the specialists be granted a research pursuit/book allowance at the rate of Rs.500 per month as against Rs.300 per month for general duty doctors. All other terms and conditions in respect of pay scales and other perquisites as recommended by us in general for specialists/super-specialists of Central Health Service will be applicable to officers of Railway Medical Service.**

All other allowances and perquisites available to general duty doctors may be granted to specialist doctors.

Promotion avenues

83.262 The Ministry of Railways has pointed out that the doctors in Railways suffer in promotion prospects compared to other organised services, primarily due to the non-existence of Group 'B' officers who are inducted into

Group 'A' organised services, and generally retire after reaching Senior Time Scale or Junior Administrative Grade, thus giving a better chance of promotion in the second half of the career to directly recruited Group 'A' officers. The Ministry has suggested creation of more posts in Senior Administrative Grade and Higher Administrative Grade for IRMS on the lines of Central Health Service. The Ministry has also proposed that all nine Chief Medical Directors of the Zonal Railways may be placed in the payscale of Rs.7300-7600. At present, only three posts out of these nine are in the payscale of Rs.7300-7600 the balance six being in the payscale of Rs.5900-6700.

Comparison with CHS

83.263 We have compared the structural ratios and promotion thresholds of Indian Railway Medical Service and Central Health Service. The information obtained from the Department of Personnel and Training, in this regard is given below:-

Indian Railway Medical Service (Total duty Posts : 2282) as on 1.7.1995

	JTS	STS	JAG	NFSG	SAG	HAG
% age of total duty posts	54.78		41.50		3.55	0.17
Threshold as on 1.7.1995	—	—	1984	—	1973	—

Comparison with Central Health Service (Total Duty Posts: 5,273 as on 1.7.1995)

Central Health Service:						
% age of total duty posts	41.17	11.13	41.87		5.58	0.25
Threshold as on 1.7.1995						
Teaching	—	—	1993	1986	1980	
Primary Health	—	—	1991	1987	1982	
Non-Teaching	—	—	1990	1987	1980	
General Duty			1984	1974	1969	

Our recommendations

83.264 **While the comparison with the Central Health Services is not very favourable for IRMS, we are of the opinion that the proposed upgradation of six posts of Chief Medical Directors from existing Rs.5900-6700 to Rs.7300-7600 in six Zonal Railways can be considered as part of a general cadre review by the Railway Administration, Ministry of Finance and the Department of Personnel.**

Dental Service

83.265 The Ministry of Railways has emphasised the need for augmenting the Dental Services of the Railways. There are only 28 Dental Surgeons for about 59 Divisions of the Indian Railway System. The grade-wise break-up of Dental Surgeons is as under:-

Senior Administrative Grade	- 03
Junior Administrative Grade/ Non-functional Selection Grade	- 10
Junior Time Scale/Senior Time Scale	- 15

The Ministry has proposed upgradation of one post from SAG to HAG and augmentation of this service in each Divisional Hospital by creation of posts.

83.266 Dental Service, of late, has acquired greater importance due to advances made in surgical treatment and better equipment available in this field. The dental treatment is no longer confined to tooth extraction and making of dentures. Developments in dental surgery have made it possible to save decaying teeth and make a positive contribution to patients' good health. In fact, 'tooth - implantation' would soon be the order of the day and would replace the existing artificial denture. Railway dental clinics in Zonal Railway Central Hospitals and Divisional Hospitals are very well equipped. However, the Dental Service needs augmentation and adequate motivation to attract talent which otherwise would always prefer the lucrative private practice in this field. The Railway Reforms Committee (1983) made the following recommendation about Dental Clinics in Railways:-

"(I) The existing part-time dental services should be replaced by regular dental clinics.

(ii) Dental clinics should be set up in all the remaining railway hospitals where no dental care facilities are presently available. In the first phase Zonal & Divisional hospitals may be covered.

(iii) Dental clinics of the central hospitals should have facilities for oral surgery, peridentic and orthodontic treatment.

Some of the railway hospitals already have the basic infrastructure, i.e. dental chair and other equipment needed for setting up a dental clinic. Setting up of regular dental clinics in these hospitals may, therefore, not involve any significant financial expenditure "

Our recommendations

83.267 The Ministry's proposal for one post in HAG (Rs.7300-7600) for Dental cadre is considered justified and we accept this proposal. This post should, however, be created by upgradation of one of the existing SAG posts. For augmentation of Dental Service in each Divisional Hospital, creation of posts may be considered by the Ministry on functional justification.

Other Miscellaneous issues

83.268 Our general recommendations on in-service training, study leave, contingencies, post-graduate allowance and non-practicing allowance made in the relevant Chapter will be applicable to officers of IRMS as well.

Para-medical and Hospital staff

83.269 We have discussed the pay structure and general service conditions of para-medics and hospital staff in the relevant Chapter. We have evolved the pay structure of hospital staff and para-medics in Railways within the broad framework outlined by us in general. We, however, note below the recommendations in respect of payscales and a few deviations wherever necessary in respect of Railway staff:

Hospital and Conservancy Group 'D' staff

Designation	Pay Scale (Rs.) Existing	Pay Scale (Rs.) Proposed(in present terms)	Remarks
Hospital Safaiwala	750-940	750-940	Standard replacement payscales for Group 'D'
Conservancy Safaiwala	775-1025	775-1025	
Safaiwala Jamadar	800-1150	800-1150 825-1200	

Cooks

Designation	Pay Scale (Rs.) Existing	Pay Scale (Rs.) Proposed(in present terms)	Remarks

Asstt. Cook		800-1150	800-1150	No change
Cook		950-1500	950-1500	No change,
Sr. Cook	1200-1800	1320-2040	(33-1/3% DR 10+Cert. Of craftsmanship in cookery) *	To maintain pairty with Catering department in Railways
		1400-2300 (Master Cook)		

Dressers/Operation Theatre Assistants

Designation	Pay Scale (Rs.) Existing	Proposed		Remarks
Dresser II/Operation Theatre Assistant Grade III	800-1150	950-1500	Dresser III/ OT A-III	The initial rectt. qualification
Dresser I/ Operation Theatre Assistant Grade II	825-1200]	1320-2040	Dresser II OTA-II	should be minimum Matriculation and
Operation Theatre Assistant Grade I	950-1400] --	-- 1400-2300	Dresser Gr.I OTA-I	suitability test as prescribed now.

Lab Assistants

83.270 **We recommend following pay structure for the Laboratory staff:-**

Designation	Pay Scale (Rs.) Existing	Proposed	Redesignation
Lab. Attendant II	775-1025	775-1025	Laboratory Attendant(III)
Lab. Attendant I	800-1150	800-1150	Laboratory Attendant (II)
		825-1200	Laboratory Attendant (I)
Lab. Technician/Asstt.	975-1540	975-1540	Laboratory Assistant (III)
		1320-2040	Laboratory Assistant (II)
Lab. Technician/ Asstt. Chemist	1320-2040	1400-2300	Laboratory Assistant (I)
Chemist/ Lab. Supdt. Gr.II	1400-2300	1600-2660	Chemist/Laboratory Technician
Lab. Supdt. Gr.I	1640-2900	1640-2900	Laboratory Superintendent (III)
---	--	2000-3500	Laboratory Superintendent (II)

Laboratory Superintendents

83.271 The Ministry has suggested that direct recruitment for Laboratory Superintendent Grade I may be dispensed with and instead this recruitment be done at the level of existing Laboratory Superintendent Grade Ii with the qualifications of B.Sc and Diploma in Laboratory technology. **We accept this suggestion and recommend following payscales for Laboratory Superintendents with this change in recruitment method:-**

Designation	Pay Scale(Rs.)
Lab. Superintendent Gr. III	1640-2900
Lab. Superintendent Gr.II	2000-3500
Lab. Superintendent Gr.I	2375-3750

Pharmacists

83.272 The Pharmacists in Railways are recruited with the qualifications of intermediate (10 + 2) in science or first year of three year degree course in science with minimum 60% marks in aggregate in Physics, Chemistry and Biology and a two years' Diploma in Pharmacy with minimum three months' practical training. They also need a registration with the State Pharmacy Council The existing cadre structure of the Pharmacists is shown below:-

Gr.'D' in hospitals/dispensaries possessing qualification of Pharmacists

(20% by promotion) (80% Direct Recruitment)	% age Share of Posts
Pharmacist Grade III (Rs.1320-2200)	30
Pharmacist GradeII (Rs.1400-2600)	30
Pharmacist Grade I (Rs.1640-2900)	40

Views of Ministry

83.273 The Ministry of Railways has submitted that the Pharmacists are responsible for correct dispensing of live-saving and toxic drugs. They are not only custodians of costly stores but also perform the accounting and procurement functions. The Ministry maintains that with advancement of research and influx of new pharmaceautical products, the responsibilities of Pharmacists have increased. The Ministry has accordingly proposed promotion avenues for Pharmacists up to Group 'B' posts and provision of a higher grade in the payscale of Rs.2000-3200 in present terms. The Pharmacists have further demanded grant of non-practising allowance, uniform and washing allowance, incentives for acquiring higher qualifications and earmarking posts of general nature for their cadre.

Our recommendtions

83.274 **After carefully considering the suggestions of the Ministry and demands of the Pharmacists, we recommend the following:-**

Designation	Pay Scale (Rs.)	
	Existing	Proposed
Pharmacist Grade III	1350-2200	1400-2300
Pharmacist Grade II	1400-2600	1600-2660
Pharmacist Grade I	1640-2900	1640-2900
Chief Pharmacist		2000-3500

Higher Grades

83.275 **We consider the proposal of the Ministry for providing promotion avenues to Pharmacists upto Group 'B' as justified. However, upgradation of suitable percentage of posts in higher pay scales of Rs.2375-3750 and Rs.2500-4000 may be considered by the Ministry on functional considerations.**

Other Demands

83.276 Being a technical category, it would not be feasible to provide posts of general nature as demanded by the Association of Pharmacists However, their promotion prospects would improve with the pay structure recommended above.

83.277 We do not consider the demand for non-practising allowance to be justified. Further, the Pharmacists at present are not provided uniforms. We suggest that they may be given an apron/laboratory coat which would be quite appropriate for them while distributing/dispensing medicines We do not recommend any washing allowance for apron/laboratory coat

Our general recommendations on grant of one-time lumpsum incentive for acquiring higher qualification will be applicable to Pharmacists as well

Radiographers

83 278 Radiographers in Railways are recruited with the qualification of

Matriculation with Physics and Chemistry and a two year Diploma in Radiography. The present pay structure of Radiographers is shown below:-

Pay Scale	% age Share
975-1540	20
1350-2200	50
1400-2600	15
1640-2900	15

We recommend following payscales for Radiographers:-

Designation	Pay Scale(Rs.) Existing	Proposed		Remarks
Radiographer Grade III	975-1540	1200-2040	Grade IV	As suggested for the general cadre of Radiographerselsewhere
Radiographer Grade II	1350-2200	1400-2300	Grade III	-do-
Radiographer Grade I	1400-2600	1600-2660	Grade II	-do-
--	--	1640-2900	Grade I	-do-

Nursing Staff

83.279 Considering the recruitment qualifications for nurses which require them to pass a three-year course in general nursing and six-month course of mid-wifery from a School of Nursing or B.Sc Nursing and our general recommendations in the relevant Chapter **we recommend following payscales for Nurses**:-

Designation	Pay Scale (Rs.) Existing	Proposed
Staff Nurse	1400-2600	1600-2660
Nursing Sister	1640-2900	1640-2900
Matron Grade II	2000-3200	2000-3500
Matron Grade I	—	2375-3750
Matron(Gaz.) Group 'B' (Proposed to be redesignated as Nursing Officer)	2375-3750	2500-4000

83 280. We have also recommended in general that **nursing allowance be increased from Rs.150 per month to Rs.300 per month.** This nursing allowance includes the elements of Patient Care Allowance, Risk Allowance, night duty allowance and non-practicing allowance Similarly, **the Nurses have been granted a uniform allowance of Rs.3000 per annum**. These allowances will be available to Railway Nursing staff as well

Malaria/ Health Inspector

83 281 The Health Inspectors in Railways are responsible for efficient maintenance of environmental sanitation in Railway premises and for supply of potable drinking water. They also get the training to perform the duties and responsibilities of Food Inspectors under the provisions of the Food Adulteration Act and they are involved with the activities of pest control, immunisation and family welfare programmes. The recruitment qualifications for the initial cadre of Health Inspector were enhanced from Matriculation and Diploma to B.Sc

Chemistry and Diploma. However, the initial recruitment scale viz. Rs.1200-2040 has not beey changed. The Ministry of Railways has proposed that Health Inspectors be given a higher initial scale commensurate with the higher recruitment qualifications and a channel of promotion up to Group 'B' gazetted posts. The Ministry have suggested that each Division on the Railways be provided with a Group 'B' post of Assistant Health Officer.

83.282 **We have considered the suggestions made by the Ministry and recommend the following pay structure for Health and Malaria Inspectors:**

Designation	Pay Scale (Rs.)		
	Existing	Proposed	
Health and Malaria Inspector Grade IV	1200-2040	1640-2900	III
Health and Malaria Inspector Grade III	1400-2300		
Health and Malaria Inspector Grade II	1600-2660	2000-3500	II
Health and Malaria Inspector Grade I	2000-3200	2375-3750	I

The posts of Assistant Health Officers in the Divisions of Railways may be considered for creation by the Ministry on functional justification.

Lady Health Visitor

83.283 **Considering the educational qualifications of SSLC or 2 1/2 years' Diploma Course in Social Science for recruitment of Lady Health Visitors and the important work of family welfare that they perform, we recommend the following three grade structure in present terms:-**

Designation	Pay Scale (Rs.)		
	Existing	Proposed	
Lady Health Visitor	1200-2040	1320-2040	Grade III
Sr. Health Visitor	1400-2300	1400-2300	Grade II
---	---	1640-2900	Grade I

Extension Educator

83.284 **Keeping in view the recruitment qualifications of post graduation in Social Science with two to three years' relevant field experience and important nature of the job performed by Extension Educators, the following three grade structure is proposed in present terms:**

Designation	Pay Scale (Rs.)	
	Existing	Proposed
Extension Educator II	1600-2660	2000-3500
Extension Educator I	2000-3200	2375-3750
---	---	2500-4000
-	(Proposed to be designated as Health Education Officer)	

The inter-grade ratio may be decided by the Ministry of Railways. Only existing posts be upgraded to create higher grade posts.

Physiotherapist

83.285 The Physiotherapists are recruited with the qualification of 10 + 2 or Higher Secondary and Diploma in Physiotherapy(3 years). **The following three grade structure is recommended:**

Existing Designation	Existing Pay Scale Rs.	Revised Designation	Proposed Pay Scale Rs.
Physiotherapist Grade II	1400-2300	Physiotherapist Grade III	1640-2900
Physiotherapist Grade I	2000-3200	Physiotherapist Grade II	2000-3200
--	--	Physiotherapist Grade I	2500-4000
--	--	Chief Physiotherapist (*)	2200-4000

If the number of posts is not adequate, these pay scales be granted to Physiotherapists under ACP scheme.

(*) Chief Physiotherapist if justified on functional considerations in big hospitals only. The post be filled on promotion failing which by direct recruitment, with essential qualification of a degree in physiotherapy in both cases.

Dietician

83.286 **Dieticians being Science graduates with Diploma in Diebetics(1 year) may be placed in following three grade structure:**

Designation	Pay Scale (Rs.) Existing	Proposed
Dietician	1400-2300	1640-2900 Grade III
	___	2000-3500 Grade II
		2500-4000 Grade I

If the number of posts is not adequate, these pay scales be granted to Dieticians under ACP scheme.

Physicist in B.R. Singh Hospital. Eastern Railway

83.287 There is one post of Physicist in B.R. Singh Hospital, Eastern Railway in the pay scale of Rs. 1640-2900. The Ministry of Railways has claimed that the duties and responsibilities attached to this post are comparable to those of Physicist at Safdarjung Hospital, New Delhi. Further, that before Fourth CPC's recommendations, the Physicist at Safdarjung Hospital was in the pay scale of Rs.650-1200 and in Railways in the scale of Rs.550-900. The Fourth CPC did not make any specific recommendation for the post in Railways but allotted the payscale of Rs.3000-4500 to the Physicist in Safdarjung Hospital. The Ministry has suggested some improvement in the payscale of the Physicist at B.R. Singh Hospital in view of the nature of duties and occupational hazards involved in the job of the Physicist.

83.288 The recruitment qualifications of the posts of Physicists in Safdarjung Hospital and in BR Singh Hospital, Eastern Railway, compare as under:-

Safdarjung Hospital	Railway Hospital
Master's Degree in Physics with 2 years from practical training and/or experience in X-ray department or laboratory. Recruited in consultation with UPSC.	Science graduate + Diploma in Nuclear Medicine from Bhaba Atomic Research Institute Isolated specialised post recruited by the Railway Administration

Our recommendations

83.289 **Considering the recruitment qualification for the post of Physicists in Railways, we recommend that the payscale be upgraded from existing Rs.1640-2900 to Rs.2000-3500. Further, the post be provided with**

the pay scales of Rs.2500-4000 and Rs.3000-4500 under the Assured Career Progression Scheme.

RAILWAY PROTECTION FORCE (RPF)

Historical Background, Role and Functions

83.290 The need for a security system for the Railways had been felt right from the day the first train steamed off from Bombay to Thane in 1854. Initially, the companies owning the Railways engaged "Watch and Ward" staff to protect the railway property. This Watch and Ward organisation was given the statutory cover in the year 1957 by constituting the Railway Protection Force (RPF) under the Railway Protection Force Act, 1957. This Act was amended in the year 1985 to confer on RPF the status of an Armed Force of the union. RPF functions under the Ministry of Railways. Its security net work covers vital installations of Railways including major production units like Integral Coach Factory, Diesel Locomotive Works, Chittaranjan Locomotive Works, Rail Coach Factory and Diesel Component Works, etc. The RPF is the only armed force which is empowered to arrest without warrant, investigate and prosecute persons under the provisions of Railway Property Act, 1966. The following duties are performed by RPF:-

a) Escorting of trains
b) Cash escorting
c) Track Patrolling
d) Seal checking
e) Checking of Electrical and Mechanical fittings, etc.
f) Guarding of static points, goods sheds and parcel sheds
g) Yard Patrolling
h) Institution of cases under Railway Property (Unauthorised Possession) Act 1966
j) Investigation and prosecution of cases in Courts of Law

Existing Posts and Scales

83.291 The existing Executive rank structure in RPF is given below:-

Rank	No. of Posts	Existing Scale (Rs.)
Director General	01	8000/- (fixed)
Inspector General	07	5900-6700
Deputy Inspector General/Chief Security Commissioner/Additional Chief Security Commissioner	08	5100-6150
Deputy Chief Security Commissioner/ Divisional Security Commissioner*(RPF)	25	4100-5300
Divisional Security Commissioner *	73	3000-4500
Assistant Security Commissioner	170	2200-4000
Inspector Grade I	337	2000-3200
Inspector Grade II	948	1640-2900
Sub-Inspector	2033	1400-2300
Assistant Sub-Inspector	2491	1320-2040
Head Constable	9884	975-1660
Naik	13,990	950-1400
Constable	32,758	825-1200

*Note: Some posts of Divisional Security Commissioners are in the pay scale of Rs.4100-5300; while others are in that of Rs.3000-4500.

Proposed Scales

83.292 **We recommend that the scales of pay proposed by us for different Executive/Combatised ranks in Central Police Organisations (CPOs) in the relevant chapter may be made applicable to corresponding Executive/Combatised ranks in Railway Protection Force (RPF) as well. As regards the common categories of posts in RPF which are not combatised, the general pay scales recommended by us for such categories will be applicable. We have also suggested changes in the cadre structure for RPF officers in the relevant chapter alongwith the cadre structure of other CPOs.**

Main issues

83.293 The main issues pertaining to Railway Protection Force (RPF) relate to grant of various allowances, namely (i) introduction of Night Duty Allowance, (ii) enhancement in the rate of Food Packet Allowance, (iii) enhancement in the rate of ration subsidy presently admissible at the rate of Rs.120/- per month to bring it at par with the ration money allowance given to BSF, CRPF, etc (iv) removal of ceiling of 30 days for encashment of pay for working on gazetted holidays, (v) extending the benefits of ration money to all gazetted officers (vi) enhancement of Uniform grant for gazetted officers, (vii) enhancement of Kit Maintenance Allowance for gazetted officers, (viii) enhancement of Washing Allowance.

Our recommendations

83.294 We note that for performing extra duties, RPF personnel are compensated by grant of one month's extra pay every year. **We do not therefore, find justification for recommending introduction of Night Duty Allowance.** Moreover, the personnel of an armed force by the very nature of their duties are required to be in readiness at any time. With regard to the demand for ration money on par with the Central Police Organisations, **we recommend that the RPF personnel should also be granted Ration Money at the rates admissible to BSF, CRPF etc.** With this introduction, the existing Food Packet Allowance and Ration Subsidy should be abolished. However, we do not see any justification for extending the benefit of Ration Money to Gazetted officers of RPF, **who are in any case deployed only in peace areas. As regards the demand for enhancement in the rates of Uniform Grant, Kit Maintenance Allowance and Washing Allowance for admissible categories, we recommend the same rates for RPF Personnel as have been recommended by us for other CPOs, viz. Uniform Grant - Rs.6,500/- (initial), Rs.3000/- (renewal after every seven years), Kit Maintenance Allowance - Rs.150 per month and Washing Allowance - Rs.30/- per month. These will be admissible uniformly whether the personnel are deployed in RPSF battalions or in Zonal Railways. Further, we do not recommend any change in the present provision of 13 months' pay in a year to Non-Gazetted personnel to compensate them for working on gazetted holidays/Sundays etc., as we find the existing rate adequate** and comparable with other similar Organisations.

OTHER COMMON CATEGORIES

83.295 Recommendations on common categories like EDP staff, Teaching staff, Official Language staff, Canteen Staff, etc., have been made in the Chapter on Common Categories

83.296 **All posts in organisations under the Ministry other than those specifically discussed by us in this chapter are in standard scales of pay and they may be placed in the corresponding replacement scales of pay recommended by us.**

84

Ministry of Rural Areas & Employment

General

84.1 The Ministry of Rural Areas & Employment spearheads a frontal attack on rural poverty through its various programmes designed to reach out to the last and most disadvantaged sections of society, provide them with avenues of self-employment or wage-employment and improve their life support systems and infrastructure. The erstwhile Department of Rural Development, which was a part of the Ministry of Agriculture, was organised as an independent Ministry of Rural Development in the mid-70s. Renamed as the Ministry of Rural Areas and Employment in 1995, the Ministry comparises theree Departments viz. Department of Rural Development, the Department of Wasteland Development and the Department of Rural Employment and Poverty Alleviation.

DEPARTMENT OF RURAL DEVELOPMENT

Objectives, role and activities

84.2 The Department of Rural Development is charged with the responsibility of formulating and implementing the national policy and programmes for development of rural infrastructure through National Social Assistance Programmes, rural water supply and sanitation, land reforms, panchayati raj and agriculture marketing. It also engages in training and research and enlisting people's participation in rural technology.

Organisational setup

84.3 The Secretary (RD) heads the Department which has one attached office and three autonomous bodies to assist it in implementing its programmes in the field The Directorate of Marketing Inspection, an attached office of the Ministry, is the implementing agency for the national policies and programmes on agriculture marketing. Of the three autonomous bodies, the National Institute of Agricultural Marketing, Jaipur, carries out economic and technical feasibility studies in respect of Government and public sector investments in agricultural marketing, develops a well-trained and equipped force of marketing personnel, promotes applied research on s

aspects of agricultural marketing management and policy formulation and offers consultancy to decision makers in various organisations. The National Institute of Rural Development, Hyderabad, is the national apex organisation for training, research and consultancy in rural development The Council for Advancement of People's Action and Rural Technology is engaged in promoting developmental projects for implementation through Voluntary Organisations with active prople's participation, and propagation of appropriate technology

Size and Distribution of Establishment

84.4 With the Secretary (RD) in the scale of pay of Rs.8000 (fixed) as the head of the Department, there are a total of 787 personnel organised into scientific & technical, administration & accounts streams and common and miscellaneous categories-94 in Group A, 260 Group in B, 318 Group in C and 115 in Group D. These personnel also man the positions in the newly created Department of Rural Employment and Poverty Allleviation. There is an isolated post of Deputy Commissioner (PADI) in the Department of Rural Development in the scale of pay of Rs.3700-5000, recruited directly through the UPSC with qualifications of Post-graduation in Economics and 10 years' relevant experience, and handling matters concerned with economic aspects of people's participation in rural development programmes. **In accordance with general recommendations on the subject, made elsewhere in this report, the post may be encadred in the Indian Economic Service at the appropriate level.** Recommendations for the remaining posts have been made in the relevant chapters.

DIRECTORATE OF MARKETING & INSPECTION

Introduction

84.5 The Directorate of Marketing & Inspection is the implementing agency for agricultural marketing policies and programmes of the Central Government. It concentrates on providing technical guidance to the States/Union Territories in framing and enforcing the necessary legislation for the market, promoting standardisation and grading of agricultural and allied commodities, through the spread of AGMARK, and research, planning and training for agricultural marketing activities.

Organisational set-up

84.6 The Directorate is headed by an Agricultural Marketing Adviser in the scale of pay of Rs.5900-6700. It has its headquarters at Faridabad and branch office at Nagpur, It is organised into two broad functional streams - agricultural marketing and laboratories. For the marketing function it has five regional offices, one each at Delhi, Calcutta, Mumbai, Chennai and Guntur, and 54 sub-offices spread all over the country. A Central Agmark Laboratory at Nagpur is the hub-centre for the scientific and technical activities of the Directorate, with 22 regional Laboratories in different parts of the country.

Size and Distribution of Establishment

84.7 There are 1532 personnel in the organisation engaged in different activities in scientific, technical, engineering and drawing, and Administration. Accounts and Auxiliary streams as follows :-

STREAM	GROUP A	B	C	D	TOTAL
Scientific	16	48	223	94	381
Technical	130	225	3	-	358
Engg & Drawing	1	2	12	-	15
Admn., Accounts ard Auxiliary	4	54	378	342	778
Total	151	329	616	436	1532

Observations of previous CPCs

84.8 At the time of the Third CPC, the Directorate was a part of the Department of Agriculture, in the Ministry of Agriculture. That CPC made suggestions on rationalisation of pay-scales of the scientific and technical posts and changes in certain designations. The Fourth CPC reported on the Directorate as part of the Department of Rural Development, under the Ministry of Agriculture, and suggested replacement scales, besides upgrading the post of Agriculture Marketing Adviser to its present scale.

Demands in Memoranda

84.9 Certain demands relating to Group A posts have been made, citing stagnation in the higher positions as a major deterrent to job satisfaction. Suggestions have been made for creation of an intermediate post of Additional Agricultural Marketing Advisor between the Agriculture Marketing Adviser (AMA) (Rs.5900-6700) and the Joint AMAs (Rs 4100-5300). For opening the promotion avenues of Deputy Directors (Laboratories) in the scale of pay of Rs.3000-4500, creation of a level of Joint Director of Laboratories has been demanded. The organisation is facing difficulties in filling the post of Director (Administration) in the scale of pay of Rs.3000-5000, and has sought upgradation thereof.

Group A posts in the Marketing Stream

84.10 As regards the demand for creation of another level between the AMA and the Joint AMAs, we find that the existing hierarchy in Group A posts is as under:-

Posts	Pay-Scale	Number	Method of Recruitment
AMA	Rs.5900-6700	1 post	ToD
Jt AMA	Rs.4100-5300	3 posts	Promotion of Dy. AMAs

Posts	Pay-Scale	Number	Method of Recruitment
Dy AMAs	Rs 3000-5000	28 posts	Promotion of SMOs Sr. Marketing Officers
SMOs	Rs 2200-4000	86 posts	Promotion and DR

The administrative Ministry has supported the demand on the ground that a senior functionary should be available at Headquarters during the absence of the AMA Elsewhere in this report, we have already recommended rationalisation of the scales of pay of Rs.4100-5300 and Rs.3000-5000 We recommend that one post of Joint Agriculture Marketing Adviser may be upgraded to the scale of pay of Rs.5100-6150, redesignated as Additional Agricultural Marketing Advisor, and filled by promotion of Joint AMAs. The remaining Joint Agriculture Marketing Advisers should be placed in the scale of pay of Rs.4500-5700. The posts of Deputy AMAs may be placed in the scale of pay of Rs.3700-5000 and filled by promotion of Assistant AMAs. 30 posts of Senior Marketing Officers (25 in Group I and 5 in Group III) may be placed in the scale of pay of Rs.3000-4500, redesignated as Asstt. AMAs and filled by promotion of SMOs, to bridge the gap between the entry level of Group A and the Deputy AMAs.

Encadrement in the Central Veterinary Service

84.11 We have also recommended in the relevant chapter relating to Veterinary Officers and Veterinarians, the constitution of a Central Veterinary Service, comprising posts requiring at least a degree in Veterinary Science as the essential educational qualification. Accordingly, the following 54 posts which carry such qualifications should be encadred in the said service at the appropriate levels:-

Joint AMA (MFPO)	1 post	Rs 4500-5700
Dy AMA (Group II)	4 posts	Rs 3700-5000
Sr Mktg Officers/ Dy Director (Livestock)	16 posts	Rs 3000-4500
Asstt Dir (LS Products)	6 posts	Rs 2200-4000
Mktg Officers (Grp II)	27 posts	Rs 2000-3500
TOTAL	54 posts	

Group A posts in the Lab Stream

84.12 The lone post of Director of Laboratories in the scale of pay of Rs.3700-5000 is filled by direct recruitment, with no promotion avenues The level next below is that of two posts of Deputy Directors (Rs 3000-4500), one relating to Agricultural Products and the other for Livestock Products. While the latter post may be encadred in the Central Veterinary Service, the former, is a promotion post for Assistant Director (Agricultural Products) (Rs.2200-4000). The administrative Ministry has suggested that one intervening level of Joint Director of Laboratories should be introduced between Dy. Director and Director to reduce the stagnation in this stream. **While we are not in favour of creating a new level of Joint Director, we recommend that the post of Director of Laboratories may be filled only by promotion of Deputy Director (Agricultural Products)**

Administration Stream

84.13 There is a post of Director (Administration) in the scale of Rs 3000-5000, which is filled by deputation from among eligible officers of the Central Secretariat Service. With the post located at Headquarters at Faridabad, the Directorate faces difficulty in filling up the post The administrative Ministry feels that the post should be included as a "Duty Post" in the Central Secretariat Service at the level of Deputy Secretaries (Rs.3700-5000). We observe that the Deputy Directors of Administration and Vigilance who report to the Director (Administration) are in the scale of Rs.3000-4500, and the two are recruited from the Central Secretariat Service. **We recommend that the post of Director (Administration) may be upgraded to the scale of pay of Rs.3700-5000, and included as a "Duty Post" of the Central Secretariat Service.**

Other Categories

84.14 Recommendations on the remaining categories of staff, including the scientific and technical personnel in the Marketing and Laboratory streams, are contained in the relevant chapters.

DEPARTMENT OF WASTELANDS DEVELOPMENT

General Introduction

84.15 The Deptt. of Wastelands Development was set up in July 1992 for evolving and implementing integrated strategies for development of the vast areas of wastelands. The Department's mandate is to promote rural employment through wastelands development, production of fuelwood, fodder and timber on non-forest lands, including private wastelands, people's participation in wastelands development and research and development of appropriate low cost technologies for increasing productivity of wastelands in sustainable ways. It also plans, implements and co-ordinates the work of different agencies, Government and non-Government, in its various programmes.

Organisational set-up

84.16 This Department is also headed by the Secretary (RD). For implementation of the policies and programmes of wastelands development, the Department has constituted a mission-oriented National Board of Wasteland Development for development of wastelands in non-forest areas aimed at checking land degradation, putting such wastelands in the country to sustainable use and increasing bio-mass availability, specially fuelwood and fodder. The Board, which has Secretary (RD) as the Member Secretary, comprises representatives of various Departments, Planning Commission, Chairman (NABARD), nominated members,

Members of Parliament (one from each house), voluntary agencies and co-operatives connected with wastelands development and related activities.

The Establishment

84.17 The Department consists of 96 personnel -16 in Group A, 30 in Group B, 32 in Group C and 18 in Group D -organised into Administration, Accounts, Scientific, Technical and other streams, including the various common categories. We have made recommendations on all these personnel in the relevant chapters in various parts of this report.

DEPARTMENT OF RURAL EMPLOYMENT & POVERTY ALLEVIATION

84.18 The Department of Rural Employment & Poverty Alleviation concentrates on programmes relating to rural employment aimed at raising rural income levels above the poverty line and ensuring a quality of life compatible with physical well being. The personnel of the Department of Rural Development presently man its positions. Our recommendations elsewhere in this report will apply to them.

85

Ministry of Science and Technology

General

85.1 The Ministry of Science & Technology was formed in January, 1985 and comprises three independent departments, viz. the Departments of Science and Technology, Bio-technology and Scientific and Industrial Research.

DEPARTMENT OF SCIENCE & TECHNOLOGY

Objectives, role and activities

85.2 The Department of Science & Technology (DST) promotes new areas of Science and Technology and is responsible for formulating policy and guidelines thereon, besides providing support for basic and applied research in national institutions and critical technology programmes, socially oriented S&T interventions for rural areas and weaker sections, entrepreneurship development, popularisation of science and technology and a management information system therefor. It also renders scientific services for surveying, map-making and meteorology for different applications.

Organisa-tional Set-up

85.3 The Department is in the charge of a Secretary in the scale of pay of Rs.8000 (fixed). It has evolved an organisational structure to respond speedily to issues relating to S&T across the country. It has three subordinate organisations under its administrative control. Production of topographical maps for defence and development purposes is the mandate of the Survey of India. The National Atlas and Thematic Mapping Organisation is the premier organisation in the field of thematic mapping. The India Meteorological Department is the nodal agency dealing with meteorology, seismology and allied subjects. There are also 21 autonomous bodies and institutions fully funded by it which are working in various disciplines for promotion of science and technology in the country.

Distribution of Establishment

85.4 The Department has a total strength of 701 personnel, organised into scientific & technical and other streams as follows:-

GROUP	S T R E A M		TOTAL
	S&T	Others	
A	160	39	199
B	38	143	181
C	30	170	200
D	-	121	121
TOTAL	228	473	701

Scientific and Technical posts in the Secti.

85.5 As the Department is a scientific organisation, direct recruitment to all the Group A Scientific and Technical posts from the level of Senior Scientific Officer II (Rs.2200-4000) to Adviser (Rs.7300-7600) is exempted from the purview of UPSC. These officers are also subject to the Flexible Complementing Scheme of promotions based on proven record of scientific research and a minimum residency period of service, rather than seniority Recruitment and promotion of Group B and C scientific and technical posts is, however, done through the UPSC, Staff Selection Commission and also departmentally. The Department also functions as a nodal Department for framing personnel policies for various scientific posts in the Government. We have made our recommendations on scientific services, posts and staff in a separate chapter.

Posts other than S&T

85.6 Group A posts other than scientific and technical form part of the organised services through the Central Staffing Scheme. In the Group B,C & D categories, besides the Secretariat staff, there are also some categories. The relevant chapters contain our recommendations on all the above categories.

Assured Career Progression

85.7. As regards the Flexible Complementing Scheme, in accordance with the general proposals in the relevant chapter, it should be withdrawn from the Secretariat and replaced by the Assured Career Progression Scheme.

INDIA METEOROLOGICAL DEPARTMENT

Background

85.8 The India Meteorological Department (IMD), established in 1875, is one of the oldest departments of the Government of India. It is the principal agency in all matters relating to meteorology, seismology and allied subjects. It renders meteorological service within the country and abroad. The Department also undertakes extensive research work in the field of meteorology, radio meteorology, agriculture meteorology, satellite meteorology, hydrology etc.

Organisational set up

85.9 India Meteorological Department is at present a subordinate office of the Department of Science & Technology. It has field offices (Observatories) in 867 stations spread throughout the country with about 8297 employees Of these, 436 are in Group A, 1238 in Group B, 4563 in Group C and 2060 in Group D as follows -

Group	Scientific posts	Technical posts	Adminis-trative Posts	Work-shop posts	Total
A	433	-	3	-	436
B	1181	11	46	-	1238
C	3282	56	569	656	4563
D	1059	4	930	67	2060
Total	5955	71	1548	723	8297

Out of 867 field offices, 810 offices are headed by Non-Gazetted Scientific Personnel. This Department has been declared as one of the scientific Departments by the Department of Science & Technology and flexible complementing scheme has been extended to Group A scientific posts.

Demands in Memoranda

85.10 Upgradation has been demanded in Memoranda received by us, for the post of Director General, on the basis of the pay scales of heads of other similar organisations, and for effective management control and operations. Deputy Directors General have also similarly sought upgradation. Professional and Scientific Assistants have asked for upgradation to match duties and qualifications with the pay-scale. The former have in fact asked for merger with Assistant Meteorologists due to similarities of duties and qualifications.

OUR RECOMMENDATIONS

DG, IMD

85.11 The Director General of Meteorology, besides being the Head of the Meteorological Department is also the permanent representative at the World Meteorological Organisation, which is a specialised agency of the United Nations Organisation. The post requires Masters' Degree in Science or Engineering with 18 years experience in research, development and research management preferably in the field of meteorology or atmospheric science. The administrative Ministry has recommended parity between the heads of IMD and the GSI. DG, IMD is presently in the scale of Rs. 7600 (fixed) whereas the scale of DG,GSI is Rs. 8000 (fixed) We note that prior to the Fourth CPC, both these posts were at par. **Keeping in view the prescribed qualifications, duties of the post and the size and reach of the organisation, we recommend that Director General, India Meteorological Department, should be upgraded to the pay of Rs. 8000/- (fixed), at par with Director General, Geological Survey of India.**

DDsG IMD

85.12 For effective management of administrative and technical services, the organisational structure of India Meteorological Department is divided into five regional Meteorological Centres with their Headquarters in Mumbai, Calcutta, New Delhi, Chennai and Nagpur. Each regional Meteorological Centre is headed by a Deputy Director General(DDG) of Meteorology in the scale of pay of Rs. 4500-

5700/-. The minimum essential qualification for the post of Dy. Director General is Masters' Degree in Science or Engineering with 12 years experience in a responsible capacity in the field of Meteorology/atmospheric science, research development and research management. Twelve Meteorological Centres also headed by DDsG are functioning at certain State Capitals which cater to the specific needs of the concerned State and the neighbouring States and foster necessary coordination at State level. The administrative Ministry has indicated that there has been a significant increase in various scientific activities and responsibilities at the Centres headed by the DDsG, coupled with increase in staff strength over the last 8 years. It has suggested upgradation of this post. We note that there are already five posts of Additional Directors General in the scale of pay of Rs. 5900-6700 at Headquarters handling functional areas of work. **We recommend that these five posts should be utilised to head the five regional centres. Out of the 19 posts of DDsG (Rs. 4500-5700), one post should be upgraded to the level of Additional DG (Rs.5900-6700) to assist the DG at Headquarters. The functional posts at Headquarters presently manned by Additional Directors General should be handled by DDsG.**

...entific staff

85.13 The post of Professional Assistant is presently in the scale of pay of Rs. 1640-2900 The minimum essential qualification for direct recruitment to this post is M Sc. The next promotion post of Assistant Meteorologist is in the scale of Rs. 2000-3500 The duties being performed by Professional Assistants and those attached to the post of Assistant Meteorologist are said to be the same viz. analysis of various charts, preparation and issue of local forecasts, route/flight/navigational forecasts and issue of adverse weather warning, and also working as instructors in the training centres. The cadre structure is as follows:

Post	No.	Pay Scale (Rs.)	Mode of Rectt.	Minimum Qualification
Asstt. Meteorologist	436	2000-3500	100% Promotion	
Professional Asstt.	730	1640-2900	50% DR 50% Promotion	M.Sc.
Scientific Asstt.	1300	1400-2300	-do-	B.Sc. (Physics)
Sr.Observer	1761	1320-2040	90% DR 10% Promotion	-do-

The administrative Ministry has suggested that the scales of non-gazetted (Gr.B) Staff i.e. Professional Assistant may be upgraded to Gazetted (Gr B) in the corresponding pay scale of Rs 2000-3500 with 50% direct recruitment in the scale We are not in favour of merger of feeder and promotion posts Keeping in view **the qualification and nature of duties we recommend that the pay scale of Professional Assistant should be upgraded from Rs. 1640-2900 to Rs. 2000-**

3500 and the posts be redesignated as Asstt. Meteorologist Gr.II with 50% DR and Post Graduate qualification and 50% promotion from among Scientific Assistants. The pay scale of Assistant Meteorologist should also be upgraded from Rs. 2000-3500 to Rs. 2500-4000 and the posts be redesignated as Assistant Meteorologist Gr.I with 100% promotion from Assistant Meteorologist Gr.II. The posts of Scientific Assistant in India Meteorological Department are placed in the scale of Rs. 1400-2300 and the feeder posts (entry grade) with the same essential qualification of B.Sc(Physics) are in the scale of Rs. 1320-2040. The administrative Ministry feels that the pay scale of the post of Scientific Assistant in the Department may be brought at par with similar posts in Departments like CPWD, Income Tax, Customs, Telecom etc. **Keeping in mind the qualification of these posts and to bridge the gap with the next higher level, the Scientific Assistant should be placed in the pay scale of Rs. 1640-2900, and filled entirely by promotion. Senior Observers being graduates by qualification should be placed in Rs. 1600-2660. Consequently, of the 212 posts of Lab. Assistant/Observer (Rs.975-1540) recruited with qualification of matriculation plus a basic course, 70 each may be placed in the grades of Rs. 1320-2040 and Rs. 1400-2300 leaving the remaining 72 in the present entry scale.** This will automatically also bridge the gap between the entry grade and the next higher grade of Sr. Observer. The proposed cadre structure will be as in **Annexe 85.1.**

Other Posts

85.14 With regard to other posts our recommendations in the appropriate Chapters will apply.

NATIONAL ATLAS AND THEMATIC MAPPING ORGANISATION (NATMO)

Background

85.15 National Atlas and Thematic Mapping Organisation (NATMO) was established in August, 1956. At present it is a subordinate office under the Department of Science and Technology. In this institution professional Geographers with post-graduate and doctorate qualifications in Geography alongwith specialised training and experience in research are engaged in applied Geographical and cartographical research activities. Initially the main task of the organisation was to prepare the National Atlas of India. With the growth of expertise, equipment and knowledge, the scope of activity of the organisation has expanded, to include preparation of National Atlas of India in Hindi and English; preparation of thematic maps based on research studies in environmental and associated aspects and their impact on socio-economic development; and geographical researches.

Organisational set up and Establishment

85.16 With headquarters at Calcutta, the organisation is headed by a Director in the scale of pay of Rs. 5900-7300. The present strength of the organisation is 487, comprising scientific, technical and ministerial posts as follows :-

Group	Scientific & Technical	Ministerial	Total
A	43	1	44
B	131	4	135
C	202	52	254
D		54	54
Total	376	111	487

Demands in Memoranda

85.17 Upgradation has been sought by the Group A and B officers of the organisation. The staff are facing problems of stagnation and the administrative Ministry have themselves experienced problems in filling up the vacancies. It has also pointed out that a large number of persons are stagnating at the maximum of their scales. A post of Additional Director, in the scale of pay of Rs. 4500-5700, has been abolished in May, 1995, as it had remained vacant for over a year.

OUR RECOMMENDATIONS

Group A Posts

85.18 The Director has sought upgradation to the scale of Rs. 7300-7600, in view of direct recruitment at that level with Master's Degree in Geography and 15 years' teaching and research experience. Going by the size of the organisation, the prescribed qualifications and duties of the post we do not recommend upgradation, as it will further increase the gap from the next lower level. However, **we recommend that the post should be filled by promotion from among eligible officers at the level of Rs. 4500-5700, failing which by transfer on deputation/short-term contract. The post of Additional Director should also be revived in the scale of pay of Rs. 4500-5700, and filled by the methods prescribed during its existence. The 29 posts of Research Officers (Rs. 2200-4000) should be redesignated as Assistant Directors.**

Other S&T posts

85.19 Scientific Officers may be redesignated as Research Officers and retained in the pay scale of Rs. 2000-3500. The qualifications required, i.e. MA/M.Sc in Geography/Geology, and nature of duties and responsibilities of the posts of Technical Assistant (23 posts) and Geographical Assistant (67 posts), all in the scale of Rs.1400-2300, are comparable. **These 90 posts may be merged into a single cadre and should be redesignated as Senior Geographical Assistant and placed in the scale of Rs. 1600-2660 to be filled by promotion (50%) and DR (50%), as is presently done for Technical Assistants.** The essential qualification for the post of Junior Geographical Assistant (Rs.1200-2040) (59 posts) is Honours Graduate Degree in Geography and the post is filled 100% by direct recruitment whereas the essential qualification required for recruitment to the post of Computer is Degree in Maths/Statistics and it is also given the pay scale of Rs. 1200-2040. Since the functions and nature of duties and the pay scale of both the posts are comparable and interchangeable and the post of Computers are being phased out, these posts may be merged and redesignated

as Junior Geographical Assistant and placed in the scale of Rs. 1400-2300 at entry and filled 100% by direct recruitment. The 7 posts of Field Assistant (Rs. 975-1540) in NATMO are filled 33-1/3% by promotion and 66-2/3% by direct recruitment. In order to create promotion avenues for the feeder cadre this **post should be filled up 100% by promotion, through the highest grade of Group D (Rs. 800-1150), with minimum qualification of Matriculation. Existing direct recruits in the grade of Field Assistant should have dynamic ACP to grades of Rs. 1320-2040 and Rs. 1400-2300. There should be no direct recruitment to this post in future.** There is one post of litho machine Printer Grade II in the pay scale of Rs. 1350-2200. **Consequent on the rationalisation of this scale, the incumbent may be placed in the pay scale of Rs.1400-2300.**

Merger with SOI

85.20 We find that NATMO and Survey of India, both subordinate offices of the Department of Science & Technology, are engaged in similar work, although certain posts in Survey of India are presently manned by Army Officers. Our enquiries with the administrative Department have suggested the possibility of merger of the two organisation based on functional considerations. **We recommend that the two organisations should be merged within a time frame of five years.**

General

85.21 For our recommendations on pay scales, allowances and condition of service the relevant Chapters may be referred to.

SURVEY OF INDIA

General Introduction

85.22 The Survey of India is actively engaged in production of various types of topographical, geographical and other maps for the defence and developmental works of the Nation. It has also been carrying out Geophysical surveys for tidal waves, gravity and geomagnetic observations. The Survey, in addition to its own role as a principal mapping agency, renders advice on the specifications of the surveys and furnishes necessary data and maps to various Departments of the Centre and State Governments for defence, development and planning purposes.

Organisation and Establishment

85.23 The Survey of India is headed by a Surveyor General in the scale of Rs.7300-7600 and has its headquarters at Dehra Dun. The Organisation engages 18,802 personnel in the discharge of its functions. These are distributed over topography, technical, medical, EDP, Stores, etc.streams as follows:-

GRP	TOPO	MAP PRODN	TECH	EDP	MEDICAL	STORES	ADM/AUX	CANTEEN	TOTAL
A	329	13	9	3	11	2	3	--	370
B	359	26	9	2	--	19	69	--	484
C	6150	918	95	-	13	173	1958	7	9314
D	23	603	--	-	14	10	7940	44	8634
G/T	6861	1560	113	11	38	204	9970	51	18802

Group A posts

85.24 There is an organised service in the Survey of India, known as the Survey of India Service Group A comprising 329 posts in the mainstream of Topography. There are two streams in the service, separately for civilians and Army officers. Each of these streams has promotion avenues upto SAG level. While Army officers are recruited on permanent secondment from the Corps of Engineers after a minimum permanent commissioned service of three years, the Civilian officers are recruited through the Combined Engineering Services Exam of the UPSC. There are also 5 posts of Chief Medical Officers(Rs.3700-5000) and 6 posts of Senior Medical Officers (Rs.3000-4500), encadred in the Central Health Service.

Demands in Memoranda

85.25 Demands made in memoranda received by us relate to issues of disparity in the pay-scales of civilian and Army Officers, and disparities between pay-scales of Security personnel, Superintendents and Surveyors. Upgradations have been asked for by Head Clerks, Stores Assistants, Instrument Mechanics, Head Artificers, etc.. Promotion avenues have been demanded for the Production Technologist, MT Drivers and others. A variety of allowances have been demanded by some of the staff. The field going staff have asked for a field kit allowance and a family separation allowance, while those posted at headquarters have asked for a headquarters allowance. Daily allowance has been demanded for the period of service covered by training and a DDO allowance for the Drawing and Disbursing Officer(DDO). Group D employees , rotated on departmental leave, have asked for grant of HRA, CCA and Children's Education Allowance during such leave, while a lumpsum clothing grant has been demanded instead of supply of uniforms. Changes have also been sought in the schedule of working hours on field duty and the number of holidays.

Our Recommendations

85.26 Officers in the civilian stream have represented that they are performing the same work in the Survey of India as the Army Officers. The posts held by them are interchangeable. Yet Army Officers draw higher emoluments. The Army Officers continue to be governed by the Army Act and are entitled to pay and perks under Army Rules, under permanent secondment. The matter of permanent secondment of Army Officers to the Survey of India (SOI) was taken up with the Ministry of Defence(MOD) as well as Deptt. of Science and Technology (DST). In their replies both organisations have expressed the necessity to retain the present system for purposes of military application. MOD has further stated that after 1985 not a single officer has been deputed to the SOI. Besides, DST is in the process of replacing "permanent secondment" with "normal deputation" for five years. We have taken note of the Judgement of the Supreme Court in A.S. Iyer vs V.Balasubramaniam (AIR 1980 SC 452) stressing the necessity for the continued presence of Army Officers in the Survey of India on the ground of sensitive information being needed for defence purposes. However, the judgement also stresses the following points. (a) almost all Ministries of the Central Government and many States use the services of the Survey of India Organisation in planning, reconstruction and development; (b) while Army engineers are definitely needed and are not expendable, the civilian accent on developmental work and the like justifies opening up the service to recruits and promotees, non-military in source; (c) though the SOI was born as an inalienable civilian companion of conquest and consolidation, it has spread out to become a dynamic department and a developmental instrument; it is perhaps correctly placed under the Ministry of Science and Technology; (d) The Surveyor General is also the Director of Military Survey, which did not exist before 1940, and which is a

small organisation in the Army with limited human resources carrying out limited technical work; (e) It is a civil service, most of its work is peacetime activity; and (f) with regard to the ratio of military and civil components in the cadre, Govt. should take a decision and the Pay Commission's recommendations should be given due consideration. We also observe that there is a shift and predominant accent on development and reconstruction work after independence. The Military Survey Organisation (MSO) exists separately for defence-strategic and sensitive work in border and trans-border areas. **We recommend a gradual dilution of military presence in the Survey of India. The exact ratio of military presence to be kept in the organisation on a continued basis may be decided jointly by the Ministry of Defence and the Department of Science and Technology. Once the ratio is fixed, the organisation should progressively civilianise over the next 10 years, in order to achieve the target percentage. The time is now ripe for posting a civilian Surveyor General, so that the progress of gradual civilianisation starts in right earnest. Meanwhile, the M.S.O should be suitably strengthened by providing the necessary financial and technical support.**

Systems Analyst

85.27 The Survey of India has one post of Principal Systems Analyst and 2 posts each of Senior Systems Analyst and System Analyst on its strength filled up on ex-cadre basis. It is facing problems in recruitment as these posts are isolated without promotion avenues. **We recommend that these posts in Survey of India may be encadred in the proposed Central Informatic Service.**

Production Technologist

85.28 There is also one post of Production Technologist in the scale of Rs.3000-4500 recruited directly with qualifications of B.E. plus-experience of 5 years in batch production of precision instruments. Survey of India is facing problems in attracting and retaining personnel in this post. The next higher post in the stream is Instrument Technologist (2 in number), with similar qualifications and 10 years experience, in the scale of Rs.3700-5000. The administrative Ministry has deferred recruitment to these posts, though they have not been surrendered. There are 4 posts of Engineers (Mechanical, Optical & Electronics) also in the grade of Rs.3000-4500, as follows:

Electronics Engr.	1
Optical Engr.	2
Mechanical Engr.	1

All posts will functionally remain in separate streams. **However, we recommend that all posts should functionally remain in separate streams, but should be combined for purposes of promotion to the post of Instrument Technologist (Rs.3700-5000). This post should be filled 100% by promotion.**

Superintendents in Circle Offices

85.29 Fourth CPC had recommended that 3 suitable levels of Supervisory posts in the subordinate offices may be kept in the scales of Rs.1400-2300, Rs.1640-2900 and Rs.2000-3200, with suitable designations. Prior to 1.1.86, the supervisory post of Head Clerk in the field parties carried the pay of Rs.425-700, Superintendents in Circle Offices were in the scale of Rs 550-750 and Superintendents in Surveyor General's Office were in the scale of Rs.700-900. While Head Clerks and the Superintendents in the Surveyor General's office have been placed in the scale of Rs 1400-2300 and Rs.2000-3200, respectively, the Superintendents in the Circle Offices have been allowed the normal standard

replacement scales of Rs.1600-2660 as against the pre-revised scale of Rs.550-750. The post of Superintendent Circle Office is analogous to the usual Office Superintendents in subordinate offices, normally in the scales of Rs.1640-2900 and Rs.1600-2660. **We recommend that Superintendents in the Circle Offices should be upgraded from the scale of Rs.1600-2660 to Rs.1640-2900.** There are 191 posts in the cadre of Head Clerks/Assistants who were in the pre-revised scale of Rs.425-700 (revised to the scale of Rs.1400-2300). These Head Clerks/Assistants also perform administrative and accounting work in the field units. **We recommend that they should be placed in the scale of pay of Rs.1600-2660 in accordance with our recommendations in the relevant chapter.**

Surveyors

85.30 There are 864 posts of Surveyors in the scale of pay of Rs.1400-2600, who form feeder grade to 359 posts of Officer Surveyor in the scale of Rs.2000-3500. 30% of the existing Surveyors are given Rs 100 as special pay for doing higher duties. **We recommend that 30% of 864 (i.e. 260 posts) should be placed in the scale of Rs.1640-2900 as there is a functional identification of higher duties. These higher posts of surveyors should be designated as Surveyors Grade I. The posts, which remain in the scale of Rs.1400-2600 should be designated as Surveyor Grade II. The system of granting special pay will accordingly stand abolished.**

Stores Assistants

85.31 Storekeepers in Division II are in the scale of pay of Rs.1350-2200 and are feeder posts to 22 Stores Assistants in the same scale. The administrative Ministry has observed that the anomaly has occurred after the Third CPC. The Fourth CPC did not make any specific recommendations on this aspect but only gave the replacement scale for the existing pay scale of Rs.425-600 i.e. Rs.1350-2200. We note that the duties and responsibilities of the Store Assistant are distinctly different and higher than that of Storekeeper in Division II. **We recommend that 22 posts of Stores Assistant should be placed in the scale of pay of Rs.1600-2660, as Stores Assistant is a promotion post for Storekeepers in Division II.**

Security Staff

85.32 Security staff have claimed that the recruitment rules provide for 25% promotion of Assistant Security Supervisors (Rs.1320-2040) to the posts of Security Supervisor (Rs.1400-2300), citing this as an anomaly as both ranks perform the same job. The former being feeder posts to the latter, there is no anomaly as far as Assistant Security Supervisors and Security Supervisors are concerned. No change is recommended. **Since Survey of India is a sensitive organisation, its security should be entrusted to CISF.**

Merger of Survey and Scientific Staff

85.33 The Survey of India has 864 Surveyors, 351 Survey Asstts., 17 Geodetic computers, and 8 Scientific Asstts., totalling 1240, all in the scale of pay of Rs.1400-2600. Not only are their sources of recruitment, qualifications and duties similar, even the promotion is to the single grade of Officer Surveyor (Gr.B Gaz.) comprising 359 posts. The Survey of India already has a proposal to merge Surveyors, Survey Assistants and Geodetic Computers, excluding 8 Scientific Assistants. Since Geodetic Computers and Scientific Assistants are a common recruitment grade, we recommend that these should be merged with Surveyors and Survey Asstts., to form a common cadre of "Surveyors" as feeder grade to Officer Surveyor

Class III, Division II Staff

85.34 Class III, Div:II, Grade II Staff (Rs.1350-2200) are Trainees Type B, Gr.II. Prior to Fourth CPC, these officials were in the scale of Rs.425-600, while Gr.I Staff were in the grade of Rs.425-750. Thus, both types started at the same level. Fourth CPC, in the general recommendations on replacement scales, provided Rs.1350-2200 to the former and Rs.1400-2600 to the latter, thus disturbing the relativity. The Anomaly Committee of the administrative Ministry recommended Rs.1400-2300 for the Gr.II Staff in order to restore relativities. We observe that prior to Fourth CPC, there was a substantial gap at the higher end of the two scales, though the starting point was the same. In our general proposals on replacement scales, the scale of Rs.1400-2600 will be merged with Rs.1600-2660, and the scale of Rs.1350-2200 will be merged with the scale of Rs.1400-2300. Thus the demand for grant of the scale of Rs.1400-2300 would be met.

Field Kit Allowance

85.35 Group C&D field going employees are being paid a Field Kit Allowance amounting to Rs.375 for the entire field season of 5 months duration or Rs.75 p.m., where it is paid for any broken period, on prorata basis. The Kit Allowance is paid for the purchase of personal kit eg. hold all, camp cot, mosquito net, utensil box etc. and is felt to be inadequate. The administrative Ministry has advised enhancement of the Kit Allowance from Rs.375/- to Rs.500/- per field season of 5 months and this allowance should also be uniformly given to Gr. A & B Officers along with Gr.C & D. **We recommend enhancement of the Field Kit Allowance to Rs.500 for the entire field season of five months' duration or Rs.100 per month on prorata basis where field duty is of broken period. It should be extended to Group A & B officers also, on the analogy of the practice in Geological Survey of India and due to the functional justification of giving such an allowance in their case.**

Allowances during departmental Leave

85.36 In Survey of India the topographical staff including group 'D' are required to conduct field surveys for the purpose of preparation of topographical maps. The duration of the field survey is for 4 to 6 months in a year depending on the climatic conditions or the Department's requirements. After the field season is over, the surplus group 'D' employees are sent on "Departmental Leave" on rotation basis, as their services are not required further. During the Departmental Leave the group 'D' employees are provided with only 25% of their pay plus D.A. thereon and no other allowances like HRA, CCA etc. are paid. The demand was considered by the Department earlier in consultation with DP&T and Ministry of Finance in 1990, who felt that Departmental Leave is granted to seasonal workers only and they cannot be compared with the regular staff. The present procedure of taking seasonal staff on a regular basis seems to be peculiar to the Survey of India and needs to be discontinued as soon as possible. Geological Survey of India which, has a similar schedule of work, follows a pattern of engaging daily-wage staff for the field/survey season, without resort to enmasse departmental leave. **We recommend that the pattern of the Geological Survey of India should be followed in this organisation also, arranging local seasonal staff on daily wages. This new system should be brought into place forthwith and the present seasonal staff phased out.**

Khalasis

85.37 The Survey of India has 901 posts of contingent Khalasis in the pay of Rs.750 (Consolidated). Action is under way to recruit another 300 or so. The establishment of regular Khalasis at 4870, is already in excess by 328. Moreover, there is also a large lay-off of Group D staff every six months on departmental leave. **Contingent Khalasis should not only be banned from**

recruitment, but the SOI should also consider reducing the strength of this cadre by adopting a method of keeping a minimal establishment throughout the year in its office work and recruiting seasonal manpower locally wherever parties camp for survey, instead of keeping a regular departmental seasonal establishment.

DEPARTMENT OF BIO-TECHNOLOGY

Introduction

85.38 The field of bio-technology has assumed considerable importance in view of its applications in the areas of agriculture, health, environment and industry. The Department of Bio-Technology (DBT) under the Ministry of Science & Technology supports research and development programmes in the field of bio-technology and also demonstration activities, technology transfer, patenting of inventions and conservation of natural resources, using biotechnological tools

Organisational set up and distribution of Establishment

85.39 The Department is headed by a Secretary in the pay of Rs 8000/- (fixed) for all matters of policy and administration. The Department supports 3 autonomous institutions under its administrative control - the National Institute of Immunology (NII), New Delhi, National Facility for Animal Tissue and Cell Culture, Pune and Centre for DNA Fingerprinting and Diagnostics There are about 250 employees in the Department -50 in Group D, 93 in Group C, 61 in Group B and 46 in Group A. We have made recommendations on the replacement scales for all these personnel in the relevant chapter.

Assured Career Progression in the Secretariat

85.40 In accordance with our recommendations in the Chapter relating to it, **the Flexible Complementing Scheme in the Secretariat of the Department may be replaced by the provisions of the Assured Career Progression Scheme.**

Departmental Canteen

85.41 The Department also has a small departmental canteen run by 8 persons, 2 in Group C and 6 in Group D. With a total staff strength of only 250, **we feel that a departmental canteen is not justified. It may be run on private contract basis.**

DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH

Introduction

85 42 The Department of Scientific & Industrial Research (DSIR) was created in January, 1985, within the Ministry of Science & Technology to provide support for research activities in the form of national facilities. Surveys, technical services, testing and information dissemination. It covers programmes aimed at promoting research and development in the country, technological self-reliance, transfer of technology and a National Information System for Science & Technology. The Department is also the nodal agency for granting recognition to in-house R&D centres.

Organisational set-up

85.43 The DSIR supports the activities of the Council for Scientific and Industrial Research (CSIR), an autonomous body. The Secretary (DSIR) is also the Director-General of CSIR. Besides, the Department has under its control two public sector undertakings, viz., the National Research Development Corporation (NRDC) and the Central Electronics Corporation (CEL). NRDC is the principal

organisation which acts as a link between scientific laboratories and industrial establishments for transferring technologies; and the CEL emphasises the development and utilisation of indigenous technology for its production programmes in diverse hi-tech areas of national relevance.

Size of Establishment

85.44 Headed by a Secretary in the pay of Rs. 8000/- (fixed), the Department has a total staff strength of 113, 43 in Group A, 17 in Group B, 39 in Group C and 14 in Group D. We have made recommendations in the relevant chapters for each of these categories.

Flexible Complementing Scheme for Scientific Staff

85.45 The Scientific Staff and officers are covered by the Flexible Complementing Scheme for promotions. **In accordance with our recommendations in the relevant chapter, the scheme at the Secretariat will be replaced by the Assured Career Progression scheme. The Assured Career Progression scheme will also apply to the S&T officers and staff in the non-Executive categories.**

ANNEXE 85.1
(See para 85.13)

Proposed Cadre structure of Group B & C Scientific posts in IMD

S.No.	Nomenclature	No. Of Posts	Pay Scale		Remarks
			Existing (Rs.)	Proposed (Rs.)	
1	Asstt. Meteorologist Gr.I (redesignated from Asstt Meteorologist)	436	2000-3500	2500-4000	100% by promotion
2.	Asstt. Meteorologist Gr.II (redesignated from Prof. Asstt.)	730	1640-2900	2000-3500	50% DR with PG & 50% by promotion
3.	Scientific Asstt.	1300	1400-2300	1640-2900	100% by promotion
4.	Senior Observer	1761	1320-2040	1600-2660	90% DR 10% promotion
5.	Lab. Asstt./ * Observer- Gr.I	70	975-1540	1400-2300	2nd ACP
6	Lab. Asstt./* Observer-Gr.II	70	975-1540	1320-2040	1st ACP

Lab. Asstt./ * Observer- Gr.II	72	975-1540	975-1540	100% DR with 5 yrs. experience In basic training course With matriculation

(*By redistribution of the existing 212 posts of Lab. Asstt./Observer)

86

Ministry of Steel

INTRODUCTION

Functions

86.1 The Ministry of Steel is responsible for co-ordination of the growth of the Steel Industry, both in the public and private sectors; formulation of policies in respect of production, distribution, pricing, import and export of iron and steel and ferroalloys; planning, development and control of and assistance to the entire iron and steel industry; and development of input industries relating to iron ore, manganese ore, etc. required mainly by the steel industry.

Organisation

86.2 Besides its own secretariat, the ministry has an attached office, viz. the Office of the Development Commissioner for Iron and Steel (DCI & S) located at Calcutta, which has six regional offices at Calcutta, Chennai, Hyderabad, Kanpur, Mumbai and New Delhi. The DCI & S is also the ex-officio Iron and Steel Controller for the country. He is responsible for implementation of the Iron and Steel (Control) Order, 1956.

86.3 Consequent on the major policy initiatives undertaken during 1991-92 and the delicensing and decontrol of the iron and steel industry, two of the regional offices at Kanpur and Hyderabad were closed in pursuance of the recommendations of a two-member Committee. The regulatory functions, however, continue to remain with DCI & S.

Strength

86.4 The present sanctioned strength of the Ministry of Steel and its attached office is reported to be as follows:-

Office	Group 'A'	Group 'B'	Group 'C'	Group 'D'	Total
Secretariat	29	92	98	72	291
Office of DCI&S	17	27	165	80	289
Total	46	119	263	152	580

Public Sector Units

86.5 The Ministry also has under its administrative control a number of public sector undertakings such as the Steel Authority of India Limited, Kudremukh Iron Ore Company Limited, Rashtriya Ispat Nigam Limited, National Mineral Development Corporation Limited, etc.

SECRETARIAT

Demands

86.6 The Technical Officers, comprising the Industrial Adviser, Development Officers, and Assistant Development Officers belonging to the joint cadre of the Technical Wings of the Ministry and the Office of the DCI&S have represented to us that though they are graduates in various engineering disciplines, possessing at least two years' experience in steel plants, steel rolling mills, etc., and are recruited by the Union Public Service Commission, the selection being made on an all India basis, they do not form part of any organised service and therefore lack adequate promotion avenues resulting in acute stagnation. They have, therefore, suggested the creation of a common cadre of technical officers by the pooling of similar posts in all the Ministries/Departments. This suggestion has also been endorsed by the Ministry.

Our recommendations

86.7 We find that some of the technical officers earlier belonged to the Directorate General of Technical Development under the Ministry of Industry and were transferred to the Ministry of Steel consequent on the winding up of the Directorate General in March 1994. **In order to ensure adeuqate promotion prospects, we recommend that the cadre of Development officers (ADOs, DOs and Industrial Advisers) in the Ministry of Steel and the Technical Officers in the Department of Industrial Policy and Promotion, Ministry of Industry, be merged into a single cadre and the Department of Industrial Policy and Promotion may function as the cadre controlling authority.**

Redundent posts

86.8 We observe that several posts in the Office of the Development Commissioner for Iron and Steel and the Directorate General of Technical Development have become redundant consequent upon economic liberalisation. It would be necessary to adopt the following policy in respect of such posts :-

a) On posts in any cadre being held to be redundant, the cadre should be declared as a dying one and all the redundant posts should be abolished as soon as the incumbents vacate them due to retirement, death, resignation or any other reason.

b) If incumbents of such redundant posts can be redeployed and their duties and responsibilities on redeployment require them to be retrained, this should be arranged.

c) Normally, dispersal of a unified cadre to different ministries and departments, as was done in the case of the Directorate General of Technical Development, should be avoided because this unnecessarily leads to problems of cadre management. The cadre in such a situation should continue to be a unified one and controlled and administered only by a single nodal ministry.

OFFICE OF THE DEVELOPMENT COMMISSIONER FOR IRON AND STEEL

Assessment of manpower requirements

86.9 We have been informed by the Ministry of Steel that, following the delicensing and decontrol of the iron and steel industry, the Ministry has taken steps to restructure and redefine the role of the Office of the Development Commissioner for Iron and Steel and that, based on the recommendations of the two-member committee, the staff strength had been reduced by 10 per cent and all appointments had also been frozen pending final decisions on the organisational structure. **We recommend that the manpower requirements may be assessed with reference to the reduced workload based on a scientific study by the Staff Inspection Unit of the Ministry of Finance.**

86.10 **The posts in the Ministry of Steel and the Officer of the Development Commissioner for Iron and Steel are covered by the scales of pay discussed by us in Chapter 43. Our recommendations on the revised Scales of pay contained therein will equally apply to these posts.**

87

Ministry of Surface Transport

INTRODUCTION

Functions

87. 1 The Ministry of Surface Transport is responsible for the formulation and implementation of policies relating to the development of ports, shipping including ship building, inland water transport, chartering of ships, lighthouses and lightships, national highways and road transport. It also administers the Merchant Shipping Act, 1958, and the Inland Vessels Act, 1917.

Organisation

87. 2 Besides its Secretariat, the Ministry has a Roads Wing in its Secretariat and has an attached office, viz. the Border Roads Organisation. Its four subordinate offices are the Directorate General of Shipping, the Directorate General of Lighthouses and Lightships, the Andaman and Lakshadweep Harbour Works and the Minor Ports Survey Organisation. The Ministry also administers eight central public sector undertakings including the Shipping Corporation of India Limited, Hindustan Shipyard Limited, Central Inland Water Transport Corporation Limited, Indian Roads Construction Corporation Limited, etc. various autonomous Port Trusts and Dock Labour Boards, the Inland Waterways Authority of India and National Highways Authority of India.

Strength

87. 3 Headed by a Secretary, the Ministry and its attached and subordinate offices had a sanctioned strength of 49,308 posts as on 31.3.1994, details of which are depicted in the following table :

	'A'	'B'	'C'	'D'	Total
SECRETARIAT	82	310	313	226	931
Roads Wing	209	22	204	36	471
ATTACHED OFFICE					
Border Roads Organisation	792	270	15,312	28,150	44,524

	'A'	'B'	'C'	'D'	Total
SUBORDINATE OFFICES					
Directorate General of Shipping	151	40	584	336	1,141
Directorate General of Lighthouses and Lightships	51	136	725	442	1,354
Andaman and Lakshadweep Harbour Works	21	56	452	125	654
Minor Ports Survey Organisation	9	2	112	110	233
Total	1,315	816	17,702	29,455	49,308

SECRETARIAT

Employees of Erstwhile Shipping Development Fund Committee

87. 4 Following the abolition of the Shipping Development Fund Committee in 1986, its employees were transferred to the Ministry in April 1987 and the posts held by them were treated as ex-cadre ones. Promotion avenues for ex-cadre posts being limited, incumbents of these posts are stated to be stagnating for prolonged periods. We have been informed by the Ministry that a proposal for encadrement of these posts in the Central Secretariat Service, Central Secretariat Clerical Service and the Central Secretariat Stenographers Service was not agreed to by the Department of Personnel and Training primarily on the technical ground that the mode of recruitment to these posts was different. **In our view, mere technical considerations should not have taken precedence over sound man management principles to the detriment of the interests of the personnel concerned. We recommend that these posts may be encadred in the relevant organised services of the Central Secretariat so that the incumbents are not placed at a disadvantage in regard to career advancement for no fault of theirs. Thereafter, the benefits of the Assured Career Progression Scheme may also be extended to them.**

ROADS WING

CES (Roads) Group A

87. 5 Apart from the ministerial posts for which our general recommendations on scales of pay in the Secretariat organisations will apply, a majority of posts in the Roads Wing of the Ministry are technical ones in the engineering discipline. Issues and demands relating to the Group 'A' Central Engineering Service (Roads) and its feeder subordinate cadres have been dealt with in the chapter on "Engineering Services"

Project Computers

87. 6 Project Computers in the scale of pay of Rs 1400-2300 and Head Project computers in the scale of pay of Rs 1600-2669 in the Roads Wing have urged that the scale of pay of the post of Project computer, on initial entry, should

be at par with that of Draughtsmen, Grade 'A', presently in the scale of pay of Rs 1600-2660. They have further represented that they should be eligible for time-bound promotions to higher scales of pay as applicable to the Junior Engineers in the Central Public Works Department. **The prescribed qualifications for appointment to the post of Project Computer being a diploma in civil engineering with three years' experience or a degree in engineering, we recommend that the post may be placed in the replacement scale corresponding to the scale of pay of Rs 1600-2660 in terms of our general recommendations on the scale of pay of posts for which the minimum qualification of an engineering diploma has been prescribed. Consequently, the Head Project Computers would be entitled to the replacement scale corresponding to the scale of pay of Rs 1640-2900. Whereas we are not inclined to further extend the time-bound promotion scheme applicable in the Central Public Works Department to other categories of personnel, the general scheme of Assured Career Progression may be made available to the incumbents of these posts.**

DIRECTORATE GENERAL OF BORDER ROADS

Background

87.7 Border Roads Development Board was set up in March 1960 to develop reliable road communication in the border areas of north and north-eastern regions for economic development and defence. General Reserve Engineer Force (GREF) was raised in the same year under the BRDB as a Force to execute the road construction programme on a time bound basis. The Force comprises GREF personnel directly recruited, personnel on deputation from other departments of the Govt. and Armed Forces personnel, who are posted to GREF units on normal tenure basis as in the Army units, according to the manning policy laid down by the government. The special character of the GREF has been designed so as to meet the operational requirement of the Army. The members of the GREF are governed by the provisions of Central Civil Services (Classification, Control and Appeal) Rules, 1965 as amended from time to time. They are also subject to certain provisions of Army Act, 1950 and Army Rules 1954.

Demands: Administrative Cadre

87.8 In their memorandum, the Directorate General of Border Roads (DGBR) have put forth the following demands pertaining to the administrative/ store cadre of the organisation.

(I) making the Civilian Officer cadre an organised service.
(ii) grant of higher pay scale to the civilian officer grade-III
(iii) authorization of posts of civilian officer grade-III in HQrs. Road Construction Companies (RCC), and
(iv) Redesignation of posts.

Our recommendations

87.9 We have examined these proposals in detail. Recently, after a cadre review of Civilian Officers, a post of Director (Admn) has been created in BRO in the scale of Rs.4500-5700. Though there is provision of 66 2/3% direct recruitment in the grade of Civilian Officer grade II (Rs.2200-4000), the highest grade available in the cadre is Rs.4500-5700. **Hence we feel that it is not feasible**

to make the Civilian Officer Cadre an organised group 'A' service as grades beyond Rs.4500-5700 cannot be catered for. For this cadre, we recommend the following grade structure :

Existing grade	Proposed grade	Remarks
Director (Admn.) (Rs.4500-5700)	Director (Admn.) (Rs.4500-5700)	Post recently created.
Civilian Officer Grade-I (NFSG) (Rs.3700-5000)	Joint Director (Admn) (Rs.3700-5000)	This should be a functional grade. Redesignated to make it symbolic of duties and responsbilities.
Civilian Officer Grade-I (Rs.3000-4500)	Senior Administrative Officer (Rs.3000-4500)	Redesignated in accordance with general pattern.
Civilian Officer with Gr.-II (Rs.2200-4000)	Administrative Officer (Rs.2200-4000)	Redesignated in accordance general pattern
Civilian Officer Gd.-III (Rs.2000-3200)	Assistant Administrative Officer (Rs.2000-3500)	Redesignated in accordance with the general pattern and scale upgraded under rationalisation.

Demands : Medical Officers

87.10 In the DGBR, Service Doctors and Civil Doctors man the posts of medical officer. The highest grade for civil doctors is Deputy Chief Medical Officer. In respect of these personnel the following demands have been made:

(I) Parity in time-bound promotion to doctors of DGBR at par with doctors elsewhere,

(ii) Placing of 4 posts of Dy. CMOs in the Selection grade scale of Rs. 4500-5700.

(iii) Upgrading 8 posts of Medical Officer Gd.-I to Dy. C.M.Os.

ACP Scheme

87.11 We have given due consideration to these demands and other relevant issues and recommend that the assured career progression scheme recommended for the medical officers in the Central Govt will also be applicable to these doctors.

Upgradation of Posts

87.12 Against the DGBR's suggestion to upgrade 8 posts of Medical Officer Gd.-I to Dy C.M.Os. we recommend upgradation of 3 posts of Medical Officer Gd I to Dy CMO. Consequently the total number of posts of Dy CMO

will go up to 8. We also recommend that four of these posts may be placed in the selection grade of Rs.4500-5700. P.G.allowance and Annual (Book) Allowance will be admissible to these doctors on the pattern recommended for CHS Doctors

Demands Office Staff

87.13 The organisation has proposed upgradation of the pay scales of Assistant and Superintendent (Clerical) and time scale promotions for Store Superintendent Gd.-II to Store Superintendent Gd.-I.

Our recommendations

87.14 In the existing structure, superintendent(clerical), supervisor stores Gd.I and supervisor Non-Tech. are the feeder grades of Civil Officer Gd.III. There is no uniformity in the pay scales of these feeder grades. To streamline the grade structure and keeping in mind the general pattern recommended for these categories, we recommend that these grades may be restructured as follows:

Clerical Stream	Stores Stream	Supervisor Non-Tech Stream
1.Office Supdt. (Rs.1640-2900) by redesignating Supdt.Clerical.	Supdt. Stores (Rs.1640-2900) New grade to be created by upgrading 63 posts of Supervisor Stores Gd.I. 100% promotion 63 posts.	Supdt. Non-Tech. (Rs.1640-2900) New grade to be introduced by upgrading 63 posts of Supervisor Non-Tech Gd.I. 100% promotion. 63 posts.
2.Assistant (Rs.1600-2660) pattern of Rectt. as of now106 posts	Supervisor Stores Gd.I (Rs.1600-2660) 100% promotion. 75 posts	Supervisor Non-Tech. Gd.I (Rs.1600-2660) pattern of recruitment as of now. 140 posts.
3.U.D.C. (Rs.1320-2040) pattern of recruitment as of now 1126 posts	Supervisor Stores Gd.II (Rs.1320-2040) pattern of recruitment as of now. 234 posts	Supervisor Non-Tech Gd.II (Rs.1320-2040) pattern of recruitment as of now 318 posts

Storemen

87.15 The DGBR has informed us that in consideration of the similarities of their duties the posts of Packer Gd.I, Packer Gd.II and Storeman have been merged and redesignated as storeman in the scale of Rs.775-1025. Before merger Packer Gd.I was in the pay scale of Rs.800-1150. In the recruitment rules the requisite qualification of storeman is Matriculation. It has been proposed that the pay scale of storeman may be upgraded to Rs.800-1150. In accordance with the general recommendations, the cadre of Storeman may be merged in the auxiliary cadre, which has a multi-grade structure.

Mates

87.16 Mate is the promotion grade of Pioneer. Before the Fourth CPC, Mates were in the scale of Rs.200-250 and a Pioneer's scale was Rs.196-232. Considering the special conditions of work of Pioneers, the Fourth CPC upgraded their replacement scale which coincided with the pay scale of their promotion grade i.e. Rs.775-1025. To rationalise their pay progression we recommend that mates should be in the pay scale of Rs.800-1150.

Tradesmen

87.17 DGBR has stated that with a recruitment qualification of ITI, Driver Engine Static, CT/Smith, Black Smith and Pipe Fitter are in the scale of Rs.800-1150. With the same qualification, Moulder is in the scale of Rs.825-1200. It has been suggested that the pay scale of the former be upgraded to that of the latter. We find that these trades are appropriately in the scale of Rs 800-1150 The scale of Rs.825-1200 now admissible for Moulder does not fit

into the standard industrial pattern. We, therefore, recommend that in future like **other trades Moulders should be recruited in the scale of Rs.800-1150.** However the existing Moulders will be placed in the replacement scale of Rs.825-1200 as personal to them. We also recommend that Driver Engine Static should be redesignated as 'Operator Engine Static' to be reflective of the job performed.

Signals Cadre

87.18 It has been brought to our notice that, due to disbandment of some units in the signals cadre, the authorization of posts of Assistant Chargeman (lines) and Chargeman Signals has come down to zero. This has adversely affected the promotion prospects of the feeder grades. The DGBR has proposed creation of 13 posts of Assistant Chargeman (Lines) and 26 posts of Chargeman Signals. We have also perused the recruitment rules of these grades. To streamline the promotion channels in the signals cadre, **we recommend upgradation of 22 posts of Radio Mechanics to Chargeman Signals and 19 posts of Telephone Operator and one post of Leading Hand Signals to Assistant Chargeman (Lines) Signals.**

Rations

87.19 The DGBR has proposed that ration allowance of GREF personnel should be at par with the Army. We have considered this proposal and find that ration scales for the Armed Forces are based on the level of daily activity and calorific requirements in different locations. These scales are based on scientific studies undertaken by the Defence Institute of Physiology and Allied Sciences. In the absence of any such studies for DGBR, **we are unable to recommend any change in the existing scales or allowances.**

Reconnaissance Allowance

87.20 As per the Border Road Regulations an employee of the organisation when on reconnaissance duty is given Rs.4 per day as reconnaissance allowance. With this amount these employees are not able to meet their expenditure on such duties.. The memorandum suggests that in place of reconnaissance allowance, daily allowance may be granted to GREF employees on reconnaissance duties. We understand that for those detailed for reconnaissance survey, no movement order for temporary duty is published. Reconnaissance is a part of their regular duty and cannot be construed as temporary duty. In view of this, **we recommend that reconnaissance allowance may be increased from Rs.4 to Rs.8.**

CREF Allowance

87.21 Stating that the working condition are much harsher for GREF personnel the DGBR has proposed introduction of a new allowance in the form of 'GREF Allowance'. We find that the Fourth CPC had also addressed this issue and did not recommend introduction of the allowance on the consideration that GREF personnel are being compensated for their difficult working conditions in the form of free rations, special compensatory allowance etc. Since these considerations are still valid. we see no justification for grant of a separate GREF allowance.

Siachen Allowance

87.22 DGBR has informed that, when GREF personnel are deployed in Siachen, no allowance is granted to them to compensate for the extreme climatic conditions. It has been proposed that they should be granted Siachen Allowance at par with the Army personnel.

Our recommendations

87.23 In view of the extremely difficult conditions in Siachen, we feel that the GREF personnel when posted there should also get some special compensation. However, in consideration of their military role, the Armed Forces personnel should have an edge in this respect. **We therefore recommend Siachen Allowance of Rs.2500/- per month for GREF Officers and Rs.1500/- per month for other GREF personnel.**

Snow Clearance Allowance

87.24 In consideration of the hazards of snow clearance GREF personnel are granted Snow Clearance Allowance. The DGBR has proposed that it may be at par with the Avalanche Allowance admissible to the members of Snow and Avalance Study Establishment. We have examined this and find that there is a basic difference in the duties and responsibilities of these establishments. Keeping in view the fact that the rates were last revised in 1987, we recommend enhancement of Snow Clerance Allowance as under:

Categories	Present rates	Recommended rates
A.Nursing Asstt. Wireless Operator and Pioneers.	75	150
B:Overseer, Leading/ Hand/Mate, Motor Driver/ Mechanical Equipment Vehicle Mechanic, Charge Mechanic, Charge Electric, Engineer Equipment Mechanic, Electrician& Driver Engine Static.	125	250
C.Supervisors	150	300

Amenity Grant

87.25 In respect of Amenity Grant also the DGBR has proposed parity with the Army. **We have considered this matter and feel that the following rates will be appropriate:**

	Existing rates per capita (Rs.)	Recommended Rates per capita(Rs.)
1.Units with Strength upto 100	15	30
2.Units with Strength 101-200	10 (subject to a minimum of Rs.1500)	20 (subject to mininum of Rs.3000)
3.Units with Strength 201-800	8 (subject to a minimum Rs.2000)	16 (subject to a minimum of Rs.4000)
4.Units with Strength 801 and above	5	10

(subject to a minimum of Rs.6400) (subject to a minimum of Rs.12800)

Uniform Maintenance Allowance

87.26 We have considered the organisation's proposals on uniform maintenance allowance, outfit allowance and uniform allowance to female staff in GREF. The existing rates of uniform maintenance allowance for GREF personnel and personnel in CPOs are comparable. Like wise initial outfit allowance and renewal outfit allowance in GREF and CPOs are at par. The revised rates recommended for these allowances in the chapter on CPOs will also be applicable to GREF personnel.

87.27 The male personnel in GREF are provided uniforms in kind The female personnel are given a uniform allowance of Rs. 120 per annum. We have considered the proposal of DGBR in this regard and recommend that **the female personnel in GREF should also be supplied uniforms free of cost.**

DIRECTORATE GENERAL OF SHIPPING

Organisation and Functions

87.28 The Directorate General of Shipping,, a subordinate office of the Ministry and a statutory authority appointed under the Merchant Shipping Act. 1958, is responsible for the formulation of plans for the development and expansion of the Indian shipping industry. The Directorate General was to take over the ever increasing international responsibilities related to the promotion and safety of shipping. Establishments functioning under its administrative control are the Mercantile Marine Department and the Directorate of Marine Engineering Training. The former, with its offices located at Calcutta, Chennai and Mumbai, is responsible, among other functions, for the registration and survey of vessels. inspection and approval of statutory equipment, navigation aids and life-saving appliances, supervision of construction of new vessels and repairs, inspection of port control measures in terms of various international conventions, and issue of Certificates of Competency to ships' officers under the Merchant Shipping and Inland Vessels Acts. The Training Establishment, which trains officers for placement in the Merchant Navy, has a training ship, "Chanakya", anchored off New Bombay, and two Marine Engineering and Research Institutes at Calcutta and Mumbai, the Lal Bahadur Shastri College for Advanced Maritime Training and Research at Mumbai and Pre-sea and Post-sea Training Institutes for Merchant Navy personnel.

Creation of Indian Shipping Service

87.29 The Marine Surveyors Association has urged the creation of an Indian Shipping Service. We have been informed by the Ministry that, in the context of a likely increase in shipping activities in the liberalised economy and of the necessity for an appropriate machinery for the implementation of the specialised requirements of international maritime organisations in terms of the revised STCW Convention, the ISM Code, the proposed HNS Convention, etc., the Department of Personnel and Training had also recommended the establishment of such a service for the technical and non-technical personnel under the Directorate General of Shipping . **Given the importance of shipping in the changed scenario, we would urge the Ministry to formulate the necessary**

proposals to enable the creation of an organised Indian Shipping Service within a specified time-frame.

MERCANTILE MARINE DEPARTMENT

Scales of Pay and Emoluments

87.30 The Marine Survey Wing in the Directorate General has posts of Nautical Adviser and Chief Surveyor in the scale of pay of Rs 7300-7600, Principal Officers in the scale of pay of Rs 5900-6700, Deputy Nautical Advisers and Deputy Chief/Ship Surveyors in the scale of pay of Rs 4500-5700 and of Nautical Surveyors and Ship Surveyors/Engineers & Ship Surveyors in the scale of pay of Rs 3700-5000 The only source of manpower for this Wing is the shipping or ship building industry. The Marine Surveyors Association as well as the Ministry have brought to our notice difficulties experienced in the recruitment of suitable personnel possessing the necessary qualifications because of the large differential in the emoluments to which they are entitled to on board ships and those admissible in the Marine Survey Wing. It has also been pointed out that even such of those personnel who accept appointments in the Survey Wing as direct recruits have no prospects of promotion for over 15 to 20 years in the absence of an adequate number of posts in higher scales of pay, whereas the Merchant Navy offers very attractive career prospects. It has, therefore, been urged that (a) a Selection Grade of Rs 4500-5700 may be provided for the Surveyors to be admissible on completion of four years' service in the initial entry scale of Rs 3700-5000, and (b) the scale of pay of the posts of Deputy Nautical Adviser, Deputy Chief Surveyor and Deputy Ship Surveyor be upgraded to Rs 5900-6700 so as to be at par with the scale of pay of the Principal Officers.

Our recommendations

87.31 Considering the specialised technical qualifications and experience acquired by these officers prior to their appointment in the Marine Survey Wing as well as the higher compensation packages to which they are entitled in the shipping industry, there is a case for an improvement in their service conditions in government. **After careful consideration, we recommend the following :**

(a) The post of Director General may be placed in the replacement scale of pay corresponding to Rs 7600-8000.

(b) The posts of Deputy Nautical Adviser, Deputy Chief Surveyor and Deputy Ship Surveyor may be placed in the replacement scale of pay corresponding to Rs 5100-6150..

(c) Of the 46 posts of Nautical Surveyor, Ship Surveyor and Engineer & Ship Surveyor, 23 posts (50 per cent) may be placed in a higher replacement scale corresponding to Rs 4500-5700 and designated as Nautical Surveyor, Grade I, Ship Surveyor, Grade I, and Engineer & Ship Surveyor, Grade I. The remaining 23 posts shall be placed in the replacement scale corresponding to their present scale of Rs 3700-5000 and designated as Nautical Surveyor, Grade II, Ship Surveyor, Grade II, and Engineer & Ship Surveyor, Grade II.

Strengthening of Marine Survey Wing

87.32 In the context of the increase in the shipping tonnage from 0.5 million gross tonnes in 1947 to 6.2 million gross tonnes in 1994 and the introduction of additional shipping conventions without a corresponding increase in the manpower resources of the Marine Survey Wing,, the Association has urged the creation of additional posts to cater to the increased work load. We have been informed in this connection by the Ministry that , in a report submitted in September 1991, the Staff Inspection Unit had recommended the creation of 49 technical posts and abolition of 30 non-technical posts. These posts could not, however, be created because of the insistence of the Finance Ministry to impose the general cut of 10 per cent not only on the existing posts but also on the posts to be newly created or to obtain exemption from the general rule. The proposals are stated to be under further processing. Considerable time having elapsed since the Staff Inspection Unit's report was made available and in order to ensure that the obligations of the Marine Survey Wing are properly fulfilled, **we would urge the Ministry to ensure that final decisions on the pending proposals are arrived at expeditiously. Such additional posts of Surveyors as are finally approved shall, however, be placed only in the replacement scale of pay corresponding to the initial entry scale of pay of Rs 3700-5000.**

Radio Inspectors

87.33 There are four isolated posts of Radio Inspector in the scale of pay of Rs 2200-4000. Apart from the absence of promotion avenues, the remuneration offered to the incumbents of these posts, who are required to possess a First Class Certificate of Competency and five years' service on board ships, is stated to be very low in relation to the emoluments admissible to them in the merchant navy. It has, therefore, been urged that they should be placed in the higher scale of pay of Rs 3000-4500 and that posts of Senior Radio Inspector should be created in the scale of pay of Rs 3700-5000 to provide some promotion avenues. Having regard to the qualifications for the post, the duties and responsibilities and the compensation packages offered by the industry, **we recommend that the post of Radio Inspector may be placed in the replacement scale of pay corresponding to Rs 3000-4500 and the benefits of the two higher scales of pay of Rs 3700-5000 and Rs 4500-5700 extended to them under the Assured Career Progression Scheme on completion of the prescribed periods of residency.**

Other Benefits

87.34 In the absence of adequate justification, we are unable to accept the other demands of the Association for a Rank Pay of Rs 1,200 per month for the Principal Officers, inclusion of the technical officers in the Central Staffing Scheme, payment of Headquarters and Independent Charge Allowances, Hazard Allowance, etc.

DIRECTORATE OF MARINE ENGINEERING TRAINING

Establishment of Maritime University

87.35 We have been informed by the Ministry that, against the background of the stringent requirements of training and certification of merchant navy personnel, an expert Committee on Maritime Education and Training (COMET) , constituted in 1991, had emphasised the need for the establishment of an Indian Maritime University so that the Training Ship "Chanakya" and all the other maritime training institutions could be brought under one umbrella , and that action to for m a registered society for the purpose under the Societies Registration

Act, 1960, and to obtain recognition of the All India Council for Technical Education so that the society could be conferred the status of a Deemed University is in progress. **We would urge that the proposals for the establishment of the autonomous deemed university should be pursued vigorously and finalised early.**

Scales of pay of Faculty Members

87.36 The Association representing the Group 'A' Officers of the Directorate of Marine Engineering Training have represented that the faculty members in the academic group in the scales of pay of Rs 2200-4000, Rs 3000-4500, Rs 3700-5000 and Rs 4500-5700 have no scope for promotion to posts of Deputy Director and above. They have, therefore, urged the introduction of a time-bound promotion scheme and selection grades. The Association has further brought to our notice that graduate engineers from the merchant navy with 8 to 10 years experience at sea who are directly recruited for appointment as Engineer Officers in the training institutions do not often accept the appointment because they are placed only in the scale of pay of Rs 3700-5000, equivalent to that of a Deputy Secretary to the Government of India. They have stated in this connection that the Committee on Maritime Education and Training had recommended that the emoluments of the faculty members should be substantially enhanced in order to attract and retain competent personnel possessing the requisite qualifications in marine and academic disciplines. It has, therefore, been urged that the post of Engineer Officer, Senior Engineer Officer, Vice Principal, Deputy Director, Principal and Director of the training institutions should be placed in higher scales of pay.

87.37 We have been informed by the Ministry that the time-bound senior scale and selection grade of Rs 3000-4500 and Rs 3700-5000, which are admissible to lecturers in universities covered by the University Grants Commission scales of pay after 8 and 16 years of service, have not been extended to the lecturers appointed initially in the scale of pay of Rs 22090-4000 in the Marine Engineering Training Institutes because these are under government control and not under any university. We have been further informed that a promotion scheme to enable placement of the lecturers in the senior scale of Rs 3000-5000 on completion of eight years' service and in the selection grade of Rs 3700-5000 on completion of a further service of eight years was formulated in pursuance of a judgement of the Calcutta Bench of the Central Administrative Tribunal and has been introduced with effect from December 1989 only in respect of the academic faculty members of the Marine Engineering Research Institute at Calcutta, who had approached the Tribunal. This scheme was, however, not extended to the faculty members of other training establishments, who were not parties to the case filed in the Tribunal. We are unable to appreciate the rationale for denying the benefits of the scheme to the similarly placed faculty members in the other maritime training establishments. **In order to ensure uniformity and in conformity with the principles of equity and justice, we recommend that, pending the establishment of the deemed university referred to earlier, the scheme may be made applicable to the faculty members in all the maritime training establishments, which would ultimately be brought under the umbrella of the proposed deemed university.**

Engineer Officer

87.38 Having regard to the technical qualifications prescribed and the scale of pay applicable to the post of Nautical Surveyor in the Mercantile Marine

Department for which similar or even slightly higher qualifications have been prescribed, **we are of the view that the present scale of pay of Rs 3700-5000 of the post of Engineer Officer is adequate on initial entry. However, in order to alleviate the problem of stagnation in the cadre to some extent, it would be appropriate to place 10 of the existing 25 posts of Engineer Officer in a higher replacement scale of pay corresponding to Rs 4500-5700, posts in this scale being designated as Engineer Officer, Grade I. The remaining 15 posts, to be redesignated as Engineer Officer, Grade II, shall be placed only in the replacement scale of pay corresponding to Rs 3700-5000. As a sequel, the posts of Senior Engineer Officer, Vice-Principal and Deputy Director may be placed in the replacement scale of pay corresponding to Rs 5100-6150. We do not, however, recommend any enhancement of the scale of pay of the posts of Director and Principal, which shall be placed only in the replacement scale of pay corresponding to their present pay scale of Rs 5900-6700.**

Uniform and Outfit Maintenance Allowance

87.39 On consideration of the demand for an increase in the rates of Uniform Allowance for the faculty members, fixed in 1975, and Outfit Maintenance Allowance, **we recommend an initial uniform grant of Rs 5,000 and a renewal grant of Rs 2,500 after every seven years. The Outfit Maintenance Allowance may also be enhanced to Rs 200 per month from Rs 150 per month at present.**

DIRECTORATE GENERAL OF LIGHTHOUSES AND LIGHTSHIPS

Functions

87.40 The Directorate General of Lighthouses and Lightship, headed by a Director General, is responsible for the superintendence and management of the navigational aids along the coastline of the country. The Direotorate General maintains two large ocean-going vessels and a mechanised boat for the purpose, besides 39 very high frequency Radio Telephony sets for communication with lighthouses situated at remote and isolated locations. In the discharge of his responsibilities, the Director General is assisted by three Deputy Directors General and nine Directors in various engineering (civil, mechanical and electronics) disciplines. Maintenance and repairs of lighthouse equipment are undertaken in the departmental workshops at Caloutta, Chennai, Jamnagar and Mumbai.

Assistant Engineers

87.41 There are, among others, 30 Group 'B' posts of Assistant Engineers in the scale of pay of Rs 2000-3500, 23 Group 'A' posts of Assistant Executive Engineers in the scale of pay of Rs 2200-4000, which are filled by direct recruitment of graduate engineers through the Union Public Service Commission, and 12 posts of Deputy Directors in the scale of pay of Rs 3000-4500 in the Directorate General. The Assistant Engineers have urged that, in order to provide adequate avenues for career advancement which are non-existent at present, 20 per cent of their posts should be placed in the Group 'A' scale of pay of Rs 2200-4000, besides reserving 20 per cent of the posts of Assistant Executive Engineers for their promotion. We, however, find that the recruitment rules for appointment to the post of Deputy Director already provide for the promotion of graduate Assistant Engineers with eight years' regular service to the post. **We consider the present provisions to be appropriate and adequate for the career progression**

of the Assistant Engineers and are, therefore, unable to accept the demands for a certain percentage of posts being placed in a higher scale of pay and for reservation in the posts of Assistant Executive Engineers.

Junior Engineers

87.42 It has been represented that 50 per cent of the posts of Junior Engineers in the Directorate General should be placed in the higher scale of pay of Rs 1640-2900, and that an appropriate quota should be prescribed for the promotion of graduates among the Junior Engineers to posts of Assistant Executive Engineer, apart from providing a further channel of promotion to posts of Deputy Director. It has also been urged that the time-bound promotion scheme applicable in the Central Public Works Department should be introduced in the Directorate General. **In conformity with our general recommendations on the cadre of Junior Engineers in the Central Government, those in the Directorate General may be placed, on initial entry, in the replacement scale of pay corresponding to Rs 1600-2660, a specified number of posts being simultaneously placed in the replacement scale of pay corresponding to Rs 1640-2900. This measure, along with the introduction of the Assured Career Progression Scheme, would alleviate the problem of stagnation in the cadre to a considerable extent.**

87.43 We find that whereas only a diploma in engineering has been prescribed as the required qualification to the post of Junior Engineer in the Central Public Works Department, an alternative qualification of a degree in engineering has also been stipulated in the Directorate General. **We would suggest that the recruitment rules be amended to prescribe only one qualification as in the Central Public Works Department.**

Technicians

87.44 There are posts of Junior Technician in the scale of pay of Rs 1200-1800 and Technician in the scale of pay of Rs 1400-2300 in different engineering disciplines. Incumbents of these posts are responsible for fabrication of navigational aids in the departmental workshops and their maintenance and repairs. It has been represented that though the scale of pay of the Technicians was earlier the same as that applicable to the post of Head Light Keeper, the Fourth CPC placed the latter in the higher scale of pay of Rs 1640-2900. The higher scale of pay has, therefore, been demanded for the posts of Technician. After careful consideration, and having regard to the fact that (a) the recommendation of the Fourth CPC that a selection grade may be provided for a few posts of Technician has not been implemented so far, and (b) the promotion avenues for this category are inadequate as a result of which there is acute stagnation in the cadre, we **recommend that 30 per cent of the posts of Technician in each discipline may be placed in the replacement scale of pay corresponding to Rs 1640-2900, the remaining 70 per cent of the posts being retained in the replacement scale of pay corresponding to Rs. 1400-2300. Besides,** based on our recommendations on rationalisation of scales of pay, **the posts of Junior Technician may be placed in the replacement scale of pay corresponding to Rs 1320-2040.**

Draughtsmen

87.45 Draughtsmen in the Directorate General have represented that their scales of pay should be revised upwards so as to be at par with those of their counterparts in the Central Public Works Department. We have been informed by the Directorate General that the scales of pay of the posts of Junior Draughtsman, Draughtsman and Senior Draughtsman earlier in the scales of pay of Rs 975-1540, Rs 1200-2040 and Rs 1400-2300 respectively had been revised in May 1995 to Rs

1200-2040, Rs 1200-2040 and Rs 1600-2660 respectively and the posts redesignated as Draughtsman, Grade III, Draughtsman, Grade II and Draughtsman, Grade I, and that only the post of Head Draughtsman continues to remain in the scale of pay of Rs 1660-2660. **Having regard to the fact that the revision has resulted in more than one level being in identical scales of pay and based on our general recommendations on the scales of pay of the common category of Draughtsmen, we recommend the posts may be placed in the replacement scales of pay corresponding to the pay scales indicated below :**

Post	Scale of Pay Rs
Draughtsman, Grade III	1320-2040
Draughtsman, Grade II	1600-2660
Draughtsman, Grade I	1640-2900
Head Draughtsman	2000-3500

Lighthouse Attendants

87.46 Lighthouse Attendants in the scale of pay of Rs 750-940 have demanded parity in scale of pay with Technician Mates. Apart from the fact that the Lighthouse Attendants do not require any specific educational qualification for appointment and are only unskilled workers, their duties are restricted to maintaining cleanliness in the lighthouse premises, visits to the post office and other odd jobs normally entrusted to Group 'D' personnel. On the other hand, the Technician Mate, presently in the scale of pay of Rs 800-1150, is required to be educated up to middle school level and assists the Technician in the fabrication of equipment and their maintenance and repairs. **The qualifications prescribed for the two posts and their duties and responsibilities not being comparable, the demand for parity is not justified, and the Lighthouse Attendants may be placed only in the replacement scale of pay corresponding to Rs 750-940.**

Divisional Accountants

87.47 There are 9 posts of Divisional Accountants in the scale of pay of Rs.1400-2300 in the Directorate General, which are presently filled by transfer on deputation of personnel holding analogous posts on a regular basis in the organised accounts departments. It has been represented that these posts should instead be filled by promotion in-house of Upper Division Clerks. The Directorate General has also informed us in this context that difficulties are being experienced in filling the posts on deputation because of the reluctance of personnel from the organised accounts departments to serve in remote areas and that if this situation persists, the recruitment rules for the post may have to be amended in the near future. **In our view, this may not be very desirable having regard to the distinct differences in the duties and responsibilities of the Divisional Accountants and the specialised skills required. If at all it is considered absolutely inescapable, the recruitment rules should be amended only after obtaining the specific approval of the Controller General of Accounts, who could also be requested to permit the departmental candidates to appear in the examination for appointment as Divisional Accountants.**

Flotilla Staff Victualling Allowance

87.48 While we have dealt with the scales pay of the Flotilla Staff in the Directorate General in the chapter on the common categories of Marine Staff, we have also been informed by the department that these personnel in Groups 'C' and 'D' were sanctioned, in 1975, a daily Victualling Allowance of Rs 8 and Rs 4 respectively while at sea. It has been brought to our notice that the staff were unwilling to accept such a low rate of victualling allowance, which had not been revised since its introduction and that they were, therefore, being paid instead daily

allowance while at sea at rates applicable to ordinary localities. The Directorate General has suggested that the victualling allowance for the flotilla staff in Groups 'C' and 'D' may be enhanced to Rs 75 and Rs 50 per day respectively. **After careful consideration, we recommend, as a measure of rationalisation, that the concept of victualling allowance may be abolished and the flotilla staff paid daily allowance while at sea at the rates recommended by us in the chapter on "Travelling Allowance" for those not staying, while on tour to stations other than those specified, in an establishment charging a regular tariff.**

Hardship Allowance

87.49 We have been informed that a Hardship Allowance was sanctioned for a period of three years with effect from July 1, 1992 to certain categories of employees of the Directorate General as compensation for having to function under hazardous conditions in lighthouses and that a proposal for its continuance beyond June 30, 1995 is under consideration. **We recommend that the rates of this allowance may be enhanced by 50 per cent, provided its continuance is approved by the competent authority.**

ANDAMAN AND LAKSHADWEEP HARBOUR WORKS

Functions

87.50 This subordinate office of the Ministry is responsible for the construction and maintenance of port facilities in the Andaman and Nicobar groups of islands in the Bay of Bengal and the Lakshadweep group of islands in the Arabian Sea. Its divisions and field units are dispersed in these groups of islands, primarily at locations where development schemes are under implementation.

Improvements in Scales of Pay

87.51 **Employees of the organisation have urged that their scales of pay should be improved to the extent of 30 per cent in relation to their counterparts on the mainland or, in the alternative, they should be entitled to a special pay equal to 30 per cent of their basic pay. This has been sought to be justified on the ground that they are required to function under "extremely arduous" working conditions.** Central Government employees posted in the islands are already entitled to certain special concessions, including a Special Duty Allowance, as compensation for serving in the remote islands. **The demand for higher scales of pay, in addition, is consequently not justified. Our general recommendations on the special incentives for employees posted in remote or difficult localities would, however, be extended to these employees.**

Engineering Personnel

87.52 There are 33 posts of Overseer in the scale of pay of Rs 1200-2040 and 105 posts of Junior Engineer in the scale of pay of Rs 1400-2300, 41 posts of Inspector of Works in the scale of pay of Rs 1600-2660 and 52 Group 'B' posts of Assistant Engineer in the scale of pay of Rs 2000-3200 in the Harbour Works. It has been urged that the posts of Overseers and Junior Engineers may be merged. We have been informed by the Ministry, which has also supported the demand for merger of the two posts, that the duties prescribed for Junior Engineers in the Central Public Works Department have been entrusted to all the three categories of personnel-Overseers, Junior Engineers and Inspectors of Works--in the Harbour Works and that the more important works are entrusted to the Junior Engineers and Inspectors of Works. **Based on the Ministry's clarifications, the**

qualifications prescribed for these posts and our general recommendations on the scales of pay of subordinate engineering personnel, we recommend that the posts of Overseer and Junior Engineer may be merged, as proposed, and different categories of Engineering Staff placed in the replacement scales of pay corresponding to the pay scales indicated below :

Post	Scale of Pay Rs
Junior Engineer	1600-2660
Inspector of Works	1640-2900
Assistant Engineer	2000-3500

In addition, after taking into account functional requirements, a specified number of posts of Assistant Engineers, presently in the scale of pay of Rs 2000-3200, may be upgraded as Senior Assistant Engineer and placed in the replacement scale of pay corresponding to the new scale of pay of Rs 2500-4000 separately recommended by us.

87.53 **Incidentally, as in the case of the Directorate General of Lighthouses and Lightships, in addition to a diploma in engineering,** an alternative qualification of a degree in engineering has also been stipulated for appointment to the post of Junior Engineer in the Harbour Works. On the other hand, only a diploma in engineering is required for the post in the Central Public Works Department. **We would, therefore, reiterate our recommendation in the case of the Directorate General of Lighthouses and Lightships that the recruitment rules be amended to prescribe only one qualification as in the Central Public Works Department.**

Administrative Officer

87.54 There is a post of Administrative Officer in the scale of pay of Rs 3000-4500 at Port Blair, which is filled by transfer of personnel on deputation. We have been informed that because of its location, difficulties are experienced in finding suitable volunteers willing to accept the deputation assignment from the mainland. It has, therefore, been suggested that a special pay may also be attached to the post, in addition to the normal Deputation (Duty) Allowance. Apart from Deputation (Duty) Allowance, personnel deputed to the islands from the mainland are also entitled to the Special Duty Allowance. Besides, we have also separately recommended liberalisation of the provisions relating to Deputation (Duty) Allowance, which is considered an adequate incentive. **We are, in the circumstances, unable to accept the suggestion that personnel deputed as Administrative Officer should also be entitled to a special pay as an additional incentive.**

Accounts Officer

87.55 There is also a post of Accounts Officer in the scale of pay of Rs 2000-3500 at Port Blair, which is filled by transfer on deputation of personnel qualified in cash and accounts or those from the organised Accounts Departments who have qualified in the Subordinate Accounts Services Examination or its equivalent. It has been stated that, as in the case of the post of Administrative Officer, difficulties are experienced in finding suitable volunteers willing to accept the deputation assignment from the mainland. It has also been pointed out that Accounts Officers in the organised Accounts Departments are in a higher scale of pay of Rs 2375-3500, as a result of which deputation to the post at Port Blair is considered more unattractive. It has, therefore, been suggested that the scale of pay

of the post may be upgraded to Rs 2375-3500. Considering the facts of the case, we recommend that the post may be placed in the replacement scale of pay corresponding to the revised scale of pay recommended by us separately for the posts of Accounts Officer in the organised Accounts Departments.

MINOR PORTS SURVEY ORGANISATION

Functions

87.56 The Minor Ports Survey Organisation is responsible for hydrographic surveys in various ports and inland waterways in the country.

Hydrographic Surveyors

87.57 The cadre of Hydrographic Surveyors in the Organisation comprises the following posts :

Post	Scale of Pay Rs	Sanctioned Strength
Field Assistant	950-1500	31
Junior Hydrographic Surveyor	1640-2900	14
Assistant Hydrographic Surveyor	2200-4000	07
Senior Hydrographic Surveyor	3000-4500	02

The Junior Hydrographic Surveyors have represented to us that their present scale of pay is not appropriate in the context of the qualification of a degree in civil engineering that has been prescribed for appointment to the post and have urged that they should instead have been placed in the scale of pay of Rs 2000-3500. We find that though a certain percentage of posts of Junior Hydrographic Surveyor has been reserved for the promotion of Field Assistants, only such of those as possess the qualification of a degree in civil engineering prescribed for direct recruits are eligible to be considered under the promotion quota. **Considering the recruitment qualifications prescribed for different posts, the existing structure of the cadre of Hydrographic Surveyors, the wide gaps in the scales of pay of the posts in the cadre and our general recommendations on the scales of pay of engineering personnel, we recommend that the cadre may be restructured as indicated in the following table and the posts placed in the replacement scales of pay corresponding to the revised pay scales now indicated :**

Designation	Scale of Pay Rs	Number of Posts
Field Assistant, Grade III	1320-2040	10
Field Assistant, Grade II	1400-2300	10
Field Assistant, Grade I	1640-2900	11
Junior Hydrographic Surveyor	2000-3500	14
Assistant Hydrographic Surveyor	2200-4000	07
Senior Hydrographic Surveyor	3000-4500	02

While fresh appointments to posts of Field Assistants will be made in the initial entry scale of pay corresponding to Rs 1320-2040, existing incumbents should be redistributed in the three grades now recommended based on their inter se seniority.

Electrician-cum-Echo Sounder Mechanic

87.58 There are six posts of Electrician-cum-Echo Sounder Mechanic in the scale of pay of Rs 1200-1800 in the Survey Organisation. Incumbents of these posts have represented that, being holders of engineering diplomas, they should have been placed in a higher scale of pay on par with Junior Engineers. We have also been informed that these are isolated posts with no promotion avenues and that personnel recruited in 1976 are still occupying the same posts. We find that, apart from a diploma in electrical engineering, incumbents are also required to possess knowledge of echo sounding mechanics and radio along with five years' experience at sea. **In the circumstances, and based on our general recommendations on the scales of pay of engineering diploma holders, we recommend that these posts may be placed in the replacement scale of pay corresponding to Rs 1600-2660. Incumbents, in addition, will also be eligible for the financial benefits of the two next higher scales of pay available to the Junior Engineers in terms of the Assured Career Progression Scheme separately recommended by us.**

Other Posts

87.59 **All posts in organisations under the Ministry other than those specifically discussed by us in this chapter are in standard scales of pay and they may be placed in the corresponding replacement scales of pay recommended by us.**

88

Ministry of Textiles

INTRODUCTION

Functions

88.1 The Ministry of Textiles is responsible for the formulation and implementation of policies relating to the development, regulation, and exports of textiles. It has two attached offices (Offices of the Development Commissioners for Handlooms and for Handicrafts) and two subordinate offices (Offices of the Textile and Jute Commissioners).

Organisation

88.2 Headed by a Secretary, the Ministry and its attached and subordinate offices have a total sanctioned strength of 6,656 posts. Group-wise details of the posts and the number of scales of pay are as follows:

Group	Number of Posts	Number of Pay Scales
'A'	212	9
'B'	359	4
'C'	4,352	9
'D'	1,733	3
Total	**6,656**	**25**

SECRETARIAT

Scales of pay

88.3 **All posts in the Secretariat have standard designations and scales of pay. Our recommendations on the revised scales of pay contained in the relevant Chapter will equally apply to these posts.**

Creation of Organised Service

88.4 **The Ministry has suggested the constitution of a separate organised service similar to the Indian Statistical Service for the Group 'A' officers in the handloom and handicraft sectors.** Apart from the fact that the number of officers actually involved in the development and promotion of Indian handlooms and handicrafts is not large enough for the constitution of a viable organised service, we are also of the considered view that these functions should be legitimately left to the cooperative and private sectors, government's role being limited to only that of a regulatory agency. Besides, acceptance of the suggestion would inevitably result in expansion of the organisation, whereas our emphasis generally has been on rightsizing the government machinery. **We are, therefore, not convinced about the necessity for a separate service.**

DEVELOPMENT COMMISSIONER FOR HANDLOOMS

Functions

88.5 The Office of the Development Commissioner for Handlooms is responsible for the implementation of schemes for the development and promotion of the handloom sector and provides assistance to weavers. Weavers' Service Centres, the Indian Institute of Handloom Technology and the Enforcement Machinery for Implementation of the Handloom Act, 1985, function as its subordinate offices.

Art Designers

88 6 Art Designers in the Weavers' Service Centres, presently in the scale of pay of Rs.1600-2660, prepare designs and motifs and are also involved in the collection of samples from handloom centres and other sources. It has been urged that they should be equated to the Technical Assistants (Dyeing) and Technical Superintendents in the scale of pay of Rs.1640-2900. **Apart form the fact that the duties and responsibilities of these posts are not strictly comparable, unlike the Art Designers, the Technical Assistants and Technical Superintendents also perform supervisory functions. In the circumstances, the scale of pay of the post of Art Designer would appear to be appropriate and we recommend only the corresponding replacement scale.**

Junior Documentation Assistants

88.7 There are four isolated posts of Junior Documentation Assistants in the scale of Rs.1400-2300 in the Weavers' Service Centres, the incumbents of which have no avenues for further advancement. Having regard to the recruitment of a three-year diploma for appointment to the post, **we recommend that it may be placed in the replacement scale corresponding to the scale of Rs.1600-2660.** Besides, in order to provide at least some financial relief to the incumbents in the absence of any promotion avenues, they may be extended the benefits of the revised scales of pay corresponding to Rs.1640-2900 and Rs.2000-3500 in terms of the Assured Career Progression Scheme.

Boiler Attendant

88.8 It has been urged that the scales of pay of the post of Boiler Attendant should be upgraded from Rs.750-940 to Rs.1200-2040 so as to be at par with that of the post of Workshop Foreman. The duties and responsibilities of these posts are not comparable, and the parity sought is, therefore, not justified. **Based, however, on the qualifications prescribed, we are of the view that it would be appropriate to treat the post of Boiler Attendant as a semi-skilled one. We accordingly recommend the replacement scale corresponding to Rs.800-1150 for this post.**

Senior Lecturers

88.9 We have considered the demand that the four posts of Senior Lecturers in the Indian Institute of Handloom Technology should be placed in a higher scale of pay. **Based on the functional responsibilities of these posts, their relativity with others in the institute, and the position in comparable institutions, we are of the view that the present scale of pay of Rs.2200-4000 is appropriate and recommend only the corresponding replacement scale.**

Parity with Posts in Weavers Service Centres

88.10 The duties and responsibilities attached to different posts in the Institute are significantly different from those of posts in the Weavers' Service Centres. The former is also essentially involved in training activities whereas the later is responsible for production and processing of handlooms. Besides, there are substantial differences in the prescribed qualifications and experience and even in designations. **We are, therefore, unable to accept the other demands for parity in the scales of pay of different posts in the Institute and those in the Weavers' Service Centres.**

DEVELOPMENT COMMISSIONER FOR HANDICRAFTS

Functions

88.11 The office of the Development Commissioner for Handicrafts renders advice on matters relating to the development and exports of Indian handicrafts. Through its six regional offices, it assists State Governments in the planning and implementation of appropriate schemes for the purpose.

Carpet Training Officers and Technical Assistants

88.12 Carpet Training Officers in the scale of pay of Rs.1600-2660 and Technical Assistants in the scale of pay of Rs.1400-2300 have represented to us that they should be equated with the Handicrafts Promotion Officers and Assistants of the Central Secretariat respectively. Both these posts are in the higher scale of pay of Rs.1640-2900. The posts of Assistants in the Central Secretariat and those of Technical Assistants are, by no means, comparable either in terms of duties and responsibilities or qualifications and modes of recruitment. The demand of the Carpet Training Officers for parity with the Handicrafts Promotion Officers would not also appear to be justified having regard to the inherent differences in the duties and responsibilities of the two posts. This post has also been traditionally in a lower scale of pay. **We, therefore, recommend only the corresponding replacement scales of pay for the posts of Carpet Training Officer and Technical Assistant.**

Investigators

88.13 Posts of Investigators in the Office of the Development Commissioner for Handicrafts, to which graduates are directly recruited, are presently in the scale of pay of Rs.1400-2300. **Our recommendation contained elsewhere in this report to place these posts in other organisations in the replacement scale corresponding to Rs.1600-2660 would apply to these posts as well.**

Parity with posts in Weavers's Service Centres

88.14 Parity with posts in the Weavers' Service Centres under the Development Commissioner for Handlooms has also been sought by the Craftsmen, Skilled Workers, Jobbers, etc. in the Regional Design and Development Centres of the Development Commissioner for Handicrafts. Our examination, however, reveals inherent differences in the duties and responsibilities, qualifications and experience, etc., and the posts in the two Centres are strictly not

comparable. **We are, therefore, inclined to recommend only the corresponding replacement scales of pay for these posts.**

Expansion of Marketing and Service Centres

88.15 There are 47 Marketing and Service Centres functioning under the Development Commissioner spread over the six regions, responsible for the production and marketing of handicrafts. Each Centre has four employees. The Development Commissioner, as well as the Ministry, have suggested the establishment of more such centres with a corresponding augmentation of the staff strength.

88.16 According to information made available to us, the value of handicrafts produced by the existing centres has increased substantially from only Rs.371 crores in 1961-62 to Rs.18,255 crores in 1993-94 and the value of their exports from Rs.28 crores to Rs.3360 crores. **We are nevertheless of the view that it would be more appropriate if the responsibility for promoting handicrafts, the production of which is concentrated mostly in mofussil towns and villages, is left to the State Governments and the commercial aspects of their marketing entrusted to cooperative and private entities. We would, therefore, advise the Ministry to examine the feasibility of transferring these functions to the State and cooperative sectors and of gainfully deploying the existing staff in other activities. In any event, there appears to be no case whatsoever for further expansion of these centres.**

OFFICE OF THE TEXTILE COMMISSIONER

Functions

88.17 Established in 1943 with its headquarters at Mumbai, the Office of the Textile Commissioner is responsible for implementation of government policies relating to the textile industry. As a regulatory authority, it also enforces various controls and regulations prescribed by government through its eight regional offices.

Assistant Directors

88.18 There are two grades of Assistant Directors in the scales of pay of Rs.2200-4000 and Rs.2000-3500 in the Office of the Textile Commissioner, responsible for development and production in the powerloom sector. On consideration of the demand that these two grades should be merged into a single one, we find that these form part of a clearly-defined and well-grounded hierarchical structure and provide promotion avenues for incumbents of posts in lower scales of pay. Their merger would, therefore, result in distortions in the existing structure, with its attendant administrative problems. Besides, there are also differences in the functional responsibilities. **In the circumstances, the merger of the two grades, as demanded, may not be desirable and we recommend that the status quo may be maintained.**

Director, Central Textile Laboratory

88.19 In our view, the demand that the post of Director of the Central Textile Laboratory, presently in the scale of pay of Rs.3000-4500, should be equated to that of a university professor lacks adequate justification in view of the following:

-- the duties and responsibilities of the posts are not comparable with those of university professors, who are academics governed by the

regulations of the University Grants Commission; and

these are also not materially different from the duties and responsibilities of the Directors in other streams in the Office of the Textile Commissioner and upgradation of only this post in isolation would disturb existing relativities in the organisation.

We, therefore, recommend only the corresponding replacement scale of pay for the post.

Scales of Pay of other Posts

88.20 All other posts in the Ministry and its attached and subordinate offices are covered by the scales of pay discussed by us in the relevant Chapter. Our recommendations on the revised scales of pay contained therein will equally apply to these posts.

89

Ministry of Urban Affairs and Employment

Functions

89.1 The Ministry of Urban Affairs &Employment is responsible for formulation of policies and programmes in the areas of housing, urban development and water supply besides construction and maintenance of all buildings of the Central Government excluding those under the Ministries of Defence, Communications and Railways. It also looks after the management of Central Government lands

Attached and Subordinate Offices

89.2 The Ministry has four attached and four subordinate offices, three public sector undertakings and eight statutory/autonomous bodies under its administrative control.

Attached Offices

i) Central Public Works Department (CPWD)
ii) Directorate of Estates
iii) Directorate of Printing
iv) National Buildings Organisation

Subordinate Offices

i) Controller of Stationery
ii) Controller of Publications
iii) Land and Development Office (L&DO)
iv) Town and Country Planning Organisation

Organisation

89.3 The staff strength of the Ministry and its attached and subordinate offices as on 31.12.1994 was as under -

S.No.	Name of Office	Group A	Group B Gazetted	Group B Non Gazetted	Group C	Group D	Work Charged Staff	Total
1	Secretariat	90	64	91	197	90		482
2	Pay and Accounts Office	5	8*		581	68		741
3	Central Public Works Department	1094	2641	171	12479	6919	31149	54447
4	Directorate of Estates	8	60	80	489	232		869
5	Directorate of Printing	49	84	101	8738	2018		10990
6	National Buildings Organisation	12	5	10	10	17		77
7	Controller of Publications	2	4		301	212		519
8	Controller of Stationery	2	8	5	498	431		944
9	Land and Development Office	7	8	1	179	60		255
10	Town and Country Planning Organisation	40	5	37	82	55		219
	Total	1287	2944	496	23,484	10,111	31,149	69,462

Cadre Controling Authority

89.4 The Ministry is the cadre controlling authority for three organised Group 'A' services viz. Central Engineering Service (CES), Central Electrical & Mechanical Engineering Service (CE & MES) and Central Architectural Service (CAS) under the Central Public Works Department.

CENTRAL PUBLIC HEALTH AND ENVIRONMENTAL ENGINEERING ORGANISATION

Functions

89.5 Central Public Health and Environmental Engineering Organisation (CPHEEO) is nodal agency at the national level to deal with technical matters pertaining to water supply and sanitation including solid waste management It deals with the research and development activities pertaining to the sector with a view to promoting applied research for the benefit of the sectoral agencies in the States and Union Territories.

Group 'A' Officers

89.6 The Officers of the organisation have represented to us that the status of the Adviser be elevated to that of Special Secretary, and one post each of Joint Adviser and Additional Adviser (in the rank of Joint Secretary) be provided. They have demanded elevation of the posts of Deputy Adviser and Assistant Adviser and recognition of CPHEEO as a Scientific and Technical Organisation.

Cadre Strenth

89.7 The existing cadre structure of Health Engineering and Scientific disciplines is as under.

Designation	No.of Posts	Pay Scale Rs.	Recruitment Qualification
Health Engineering			
1 Adviser	1	5900-7300	Promotion from Deputy Adviser with 9 years' service.
2 Deputy Adviser	3	3700-5000	Promotion from Assistant Adviser with 5 years' service.

3. Assistant Adviser	6	3000-4500	Degree in Civil Engineering + Post graduate degree or diploma in Public Health Engineering + 5 years' experience in Public Health Engineering Department of Government or Semi-Government Organisation or Public Body. 50 percent Direct Recruitment ; 50 percent Transfer on Deputation.
Scientific			
Scientific Officer	1	3000-4500	M.Sc Chemistry/Bio Chemistry/Bacteriology + 5 years experience in Chemical and Bacteriological methods of water and sewage, etc. By direct recruitment.

Our Recommendations

89.8 It has been brought to our notice that the Adviser who is the Head of the organisation is required to represent the Ministry on all high level committees, constituted by various Ministries to advise such committees on environmental issues. The Ministry has supported the demand for elevation of the status of the Adviser and strengthening of the Organisation by providing additional levels between Deputy Adviser and Adviser. **Having considered the issue, we recommend creation of an additional level between Deputy Adviser and Adviser with a view to streamlining the organisation. We also recommend that one post of Deputy Adviser be upgraded from Rs.3700-5000 to Rs.4500-5700 and redesignated as Joint Adviser(PHEE).. The demand for upgradation of the post of Adviser may be considered by the Ministry as a part of the proposed creation of additional posts on merits.**

Recognition as S&T Organisation

89.9 **As it is not within the purview of the Commission to accord recognition as S&T organisation, we suggest that the demand of the officers may be considered by the Ministry in consultation with the Department of Science and Technology.**

CENTRAL PUBLIC WORKS DEPARTMENT

Organisation

89.10 The Central Public Works Department is headed by a Director General in the pay scale of Rs.8000 (fixed). He is assisted by Additional Directors General, Deputy Directors General and Directors in charge of Works, Administration, Project Monitoring, System Development and other technical

matters, and general administration/personnel matters. In addition, there are Chief Engineers looking after functions of Vigilance, Training and Central Design Office in the Central Office. The field offices of the organisation are spread all over the country, with regular Civil and Electrical Zones headed by Chief Engineers

Functions

89.11 The Central Public Works Department is the principal agency of the Government of India for construction as well as maintenance of all Central Government projects, except those of Railways, Telecom, Atomic Energy, Defence, Airports (National/International), and All India Radio. It provides integrated construction management services from 'project concept to completion' and 'maintenance management' in the post-construction stage. The entire range of inputs relating to architectural and structural designing, geotechnical investigation and site selection, Civil Engineering, Electrical & Mechanical Services, Landscaping and Horticulture, Administration of Government Estates (in non metropolitan cities), Contract Management, Techno-legal, Accounts & Audit is provided under one umbrella.

Restructuring the CPWD

89.12 **Director General of Works** has recommended that the top structure of CPWD should be reorganised as a Central Public Works Board with the present Director General at the apex as Chairman of the Board (equivalent to a Principal Secretary to Government of India). It has been proposed that besides the Chairman of the Board, there should be four other Members of the rank of Secretaries to the Government including Member(Finance). The Chairman of the Board would also be the Chairman of the Technical Committee, the highest technical policy making body of the Government of India and Chairman of Works Board for award of contracts and the Works Priority Board (presently under the Ministry). The reorganisation of the top structure of CPWD has been proposed with a view to changing the role of the organisation from supervisory and sanctioning to overall corporate responsibility for planning and performance evaluation. The Members of the Board in this scheme would be jointly and severally responsible for a particular defined set of functions and concerned with policy planning, performance evaluation, major appointments and projects on the lines of the Railway Board and Telecom Commission.

Views of the Ministry

The **Ministry of Urban Affairs and Employment** has advised that the CPWD and the Railway Board/Telecom Commission are not comparable, since the Railways and the Department of Telecommunications are commercial organisations which provide service to the people. The Ministry maintains that the CPWD is only a line Department responsible for the construction and maintenance of various buildings of the Government of India and unlike Railways and the Department of Telecommunications, it does not provide any service to the public. The Ministry has further given their assessment of the proposal made by the Director-General, CPWD, as under:-

"The CPWD is mainly a construction management agency which takes up all civil works with the exception of works belonging to the Defence, Railways, Atomic Energy, etc. The works undertaken by the CPWD could be broadly classified into three categories. The first relate to works which are financed from the Plan provision of the Department of Urban Development and these comprise construction of General Pool office and residential accommodation. The second set comprise works pertaining to other Ministries/Departments of the Government, for which funds are also provided under the Demands for Grants of the CPWD but

distinctly for each Ministry/Department. In the third category the CPWD also undertakes deposit works from autonomous organisations, institutions, etc. In fact, the major part of the workload of the CPWD comprises the latter two categories of works. The CPWD draws its budget from more than 30 ministries/departments and as such administrative and financial sanctions for different works have to be accorded by the ministries concerned. Director General of Works, even if CPWD is converted into a Board, would not be in a position to accord administrative and financial sanctions for works belonging to other departments. If that is so, the very rationale for converting CPWD into a Board type financial powers like the Railways would be lost.

It may be noted that DG(W) has been given full powers to award works and no file about contracts comes to the Ministry. Even for administrative and financial sanctions only those cases come to the Ministry where construction of General Pool office/residential accommodation is involved. It is, thus, clear that the CPWD is already enjoying full powers with regard to award and execution of works. It would also be releevant to point out here that the DG (W) is Head of the Department and as such he has to work through the Ministry as is the case with various other heads of the departments. His role, thus, cannot be compared with commercial undertakings like Railways or Telecommunication Department.

The Department of Urban Development accords administrative and financial sanctions only for General Pool office/residential accommodation, which are Plan Schemes. The expenditure under these schemes during 1995-96 was only Rs.64 crores. It would neither be economical nor desirable to have a Board type structure for such an organisation which is primarily responsible for undertaking new works costing Rs.60 crores. Out of roughly Rs.1500 crores of works executed by the CPWD during 1995-96, works costing Rs.940 crores pertained to other Ministries whereas the works of the Department of Urban Development accounted for Rs.560 crores which is less than 40% of total work done by the CPWD. It may be clarified here that the CPWD cannot even decide interse priorities of various projects as these are to be decided by the respective Ministries/Departments."

Our Views

89.13 We have examined this issue in great detail and tend to agree with the assessment of the Ministry that the comparison between the CPWD and Departments of Railways and Telecommunication which are giant corporate entities, is not valid. Telecommunication has emerged as a mega sector and with the impending participation of global corpoations, the Department of Telecom would soon be involved in a fierce commercial competition in this area. In addition, the Department manages a number of important, prestigious public corporations like Videsh Sanchar Nigam, Indian Telephone Industries Limited, Hindustan Teleprinters Limited, Telecom Consultants India Limited and Mahanagar Telephone Nigam Limited.

No Comparison with Railways

89.14 Similarly, the Indian Railways with its large operational outfit, manufacturing units and a large budget can in no way be compared to the CPWD The Indian Railways have not only been generating surplus revenues but also self financing their development programmes. The Railways would be required to cater to double the existing traffic by the end of the century - a massive expansion and modernisation effort is on the anvil to meet this challenge. The Railway Board like Telecom Commission/Department of Telecom are managing a number of public corporations. The Indian Railway Finance Corporation(IRFC) is now raising

resources from the market for the Railways.

Our Recommendations

89.15 **The nature and scope of activities performed in the Railway and Telecom Sectors necessitate an organisational structure which is both semi-commercial and governmental in character - the Telecom Commission and the Railway Board are thus functionally essential. No such case can be made out for CPWD - while the nature of its activities is primarily contract management, the magnitude is also very small considering the fact that the budget for major part of its workload is controlled by some thirty ministries and departments. We are, therefore, not inclined to accept the proposal for restructuring of CPWD as made out by the Director General in the present circumstances.**

Delegation of Powers

89.16 The Director General has brought to our notice the fact of non-delegation of powers in respect of creation of posts, re-appropriation of funds, appointments and cadre management, etc. The Ministry has explained that the posts are created depending upon the work load and on the basis of norms laid down by the Staff Inspection Unit of the Ministry of Finance. It has further maintained that it may not be proper to create jobs solely with a view to providing adequate promotion avenues to the staff working in the CPWD. The Ministry has also advised that promotion prospects in the CPWD can be improved by reducing posts at lower levels and increasing the overall efficiency in the department. **We have considered this issue and are convinced that there is a case for re-considering delegation of powers to the Director General of CPWD in respect of establishment and administrative matters. We, therefore, recommend that the Ministry look into this problem with a view to enhancing the powers of the Director General. Some specific suggestions in this regard are as under:**

i) full powers with regard to all personnel and administrative matters like appointment,promotion, confirmation, seniorit and other disciplinary cases of all cadres upto Group 'B' level.

ii) promotion, confirmation, seniority and other disciplinary matters upto SAG level for Group 'A' officers.

89.17 In respect of Central Engineering Service, Central Electrical and Mechanical Engineering Service, and Central Architectural Service, recommendations have been made in the Chapter on 'Engineering Services'.

89.18 The Assistants(Architectural Department) in the pay scale of Rs.1400-2300 have represented to us that consequent on introduction of Architects Act, 1972,which stipulated that no one could be designated as Architect without registration with the Council of Architecture, the combined cadre of Architectural Assistants was bifurcated into Architectural Assistants and Assistants (Architectural Department). Architectural Assistants have a promotion channel to Group 'B' and Group 'A' posts, while in the case of Assistants (Architectural Department) the promotion channel is available upto Group 'B' posts of Technical officer. The Assistants (AD) have demanded promotion opportunities at par with Architectural Assistants. The Ministry has informed that Architects Act 1972

provides for registration of graduates in Architecture with Council of Architecture Accordingly, graduates in Architecture are designated as Architectural Assistants and others (Engineering diploma holders) as Assistants (Architectural Department). We have reviewed the pay scales of Assistants in the light of our general approach on the pay structure of Diploma and Graduate Engineers. **We make the following recommendations:-**

Designation (along with present mode of promotion)	Pay Scale Existing Rs.	Recommended Rs.	Remarks (in present terms)
I Assistant (AD)	1400-2300	1600-2660	As for other diploma holders
Technical Officer [100% Promotion of Assistant (AD)]	2000-3500	2000-3500	No change
II Architectural Assistant	1400-2300	2000-3500	As for other degree holders in Engineering
Assistant Architect [Direct Recruitment 75% (Degree in Architecture); Promotion 25% from Architectural Assistants]	2000-3500	2500-4000	Upgraded to be higher than feeder grade

89.19 **We further recommend that direct recruitment of degree holders be done at the level of Architectural Assistants and be dispensed with for Assistant Architects which would thus become promotion posts for Architectural Assistants. To distinguish Assistant (Architectural Department) from Architectural Assistant we recommend that the former be redesignated as Draftsman (Architectural Department). They will continue to have time-bound promotion to the grades of Rs.1640-2900 and Rs.2000-3500 after 5 and 15 years, as at present. We have made other general recommendations on Group 'A' and subordinate cadres of Architects in CPWD in the Chapter on 'Engineering Services'.**

89.20 The Chief Estimators have demanded redesignation of the post as Chief Draftsman and for creation of some more posts. **We accept the demand for redesignation of the post of Chief Estimator as Chief Draftsman. However, the demand for creation of additional posts of Chief Draftsman may be considered by the Ministry based on functional requirements.**

89.21 The **Association of Horticulture Officers** have demanded expansion of Horticulture Wing and its reorganisation by providing a post each of Director in each Circle, Additional Director General in each Zone, and a post of Deputy Director General at Headquarters. The existing cadre structure of Horticulture Wing is as under:-

Designation of Post	Pay Scale Rs.	No.of Posts
Director	3700-5000	1
Additional Director	3700-5000	1
Deputy Director	3000-4500	11
Assistant Director	2000-3500	50
Section Officer	1400-2300	159

Our Recommendations

89.22 The Director (Horticulture) in the rank of Superintending Engineer is the head of the Wing and functions under the Control of Chief Engineer (Civil). We have examined the issues in the light of our general approach on the pay

structure of subordinate engineering cadres, identical pay scale of Director and Additional Director in this Wing as well as our recommendations on possible privatisation of horticulture activities in the Chapter on common categories of Gardeners and Nursery Workers. **We recommend following pay structure for personnel in this Wing:-**

Designation	Pay-scales Existing Rs	Recommended Rs.	Remarks
Technical Officer(Hort.)	1400-2300	1600-2660	Due to qualification of Degree in Horticulture
Assistant Director Grade II	2000-3500	2000-3500	No change
Assistant Director Grade I	New level	2500-4000	Intermediate level introduced for gradual promotion
Deputy Director	3000-4500	3000-4500	No change
Additional Director	3700-5000	3700-5000	No change
Director	3700-5000	4500-5700	Upgradation, due to anamoly with regard to feeder grade and higher responsibilities

Ministerial Staff

89.23 The Central Public Works Department Staff Association has demanded higher pay scales for the posts of Office Superintendent, Head Clerk, Upper Division and Lower Division Clerks on the ground that their job is more arduous and entirely different from staff in other Central Government offices.

89.24 The ministerial staff are located in circle/divisional offices which are subordinate offices under the Ministry/Department.

Our Recommend-ations

89.25 **Having considered the issue, and keeping the view the general recommendations made for ministerial staff in subordinate offices, we recommend following pay structure:-**

Designation	Pay Scale Existing Rs.	Recommended Rs.	Remarks
Lower Division Clerk	950-1500	950-1500	No change
Upper Division Clerk	1200-2040	1320-2040	Rationalisation
Head Clerk	1400-2300	1600-2660	As in other subordinate offices
Superintendent Grade II	1600-2660	1640-2900	60 posts to be kept in this scale
Superintendent Grade I	New Level	2000-3500	20 posts to be upgraded to this scale

Stenographic Staff

89.26 **The existing 80 posts of Office Superintendent be divided into Grade II (60 posts) and Grade I (20 posts). Further, in conformity with our general recommendations, the following scale of stenographic assistance be provided:-**

Attached office of Director General/Additional Director General/CPWD

Secretary/equivalent	- Principal Private Secretary -1 - Personal Assistant - 1 - Lower Division Clerk/Stenographer Grade 'D'-1
Additional Secretary/equivalent	- Principal Private Secretary-1 - Personal Assistant - 1 - Lower Division Clerk/Stenographer Grade 'D'-1

Subordinate Offices of Central Public Works Department(CPWD)

Joint Secretary or equivalent	- Private Secretary - 1 - Lower Division Clerk/Stenographer Grade 'D'-1

Our Recommendation

89.27 **The following pay scales are recommended for stenographers in attached and subordinate offices of Central Public Works Department:**

Pay Scales - Attached Office	Existing Rs.	Proposed Rs.
Stenographer Grade 'D'	1200-2040	1320-2040
Stenographer Grade 'C'	1640-2900	1640-2900
Private Secretary	2000-3500	2000-3500
Principal Private Secretary	--	3000-4500
In Subordinate Offices		
Stenographer	1200-2040	1320-2040
Personal Assistant	1400-2600	1600-2660

Work Charged Staff

89.28 **The Central Public Works Department Mazdoor Union** have represented to us that the Arbitration Award on re-categorisation/re-classification of work-charged and regular categories of staff has created certain anomalies and have demanded for (i) review of recategorisation done with effect from 1.1.1973, uniformity in the pay scales and merger of cadres of work charged and industrial staff; (ii) classification/recategorisation on the basis of skill-level; (iii) removal of disparities in service conditions vis-a-vis Industrial staff;(industrial staff work for 5 days in some Divisions but work-charged staff are made to work for 6 days) (iv) Provision of the post of Master Craftsman in work-charged establishment and (v) Parity in respect of national holidays/closed holidays between general industrial staff and CPWD industrial staff.

Our Recommendation

89.29 **We make the following observations and recommendations:**

(I) **The re-classification re categorisation of work-charged and regular category of workers was done as a result of an award of the Board of Arbitration, as modified by the Hon'ble High Court of Delhi in January, 1992. This award has become absolute for both the parties after dismissal of Special Leave Petition and Review Petition by the Hon'ble Supreme Court.**

The demand of the Mazdoor Union for review of the re-categorisation may be considered by the administrative Ministry by appointing an Anomalies Committee. The re-categorisation, however, must be done with a view to encouraging 'multi-skilling'.

(ii) **We have been informed that the Department has granted the pay scale of Mastercraftsman (Rs.1400-2300) to the highly skilled/skilled supervisory staff who were in the Third CPC pay scale of Rs.380-560. This is considered adequate. The posts of Mastercraftsmen should be created by the Department only if justified on merits.**

(iii) **We have made a recommendation for re-introduction of six-day working week for all Central Government employees. There should be a uniform six-day working week in all field offices for industrial staff.**

(iv) **The work-charged staff classified as 'industrial' cannot legitimately claim holidays other than the entitlement of industrial workers. We recommend that the regular industrial staff of the CPWD should also be granted holidays as admissible to industrial workers.**

Age of Retirement: Anomalies

89.30 The Mazdoor Union has also pointed out certain alleged anomalies in the age of retirement of staff in the CPWD. The Union has brought to our notice that the work-charged staff retire at the age of 60 years while Works Assistants in the pay scale of Rs.1200-1800 retire at 58 years. Further, Lift Operators in a Group 'C' pay scale of Rs.950-1500 also retire at 60 years of age.

89.31 In the CPWD, there are two categories of employees in Group 'C' and Group 'D':

(i) Work-charged employees categorised as 'Industrial' and classified as unskilled, semi-skilled and skilled workers. All these workers, whether in Group 'C' or Group 'D' pay scales retire at the age of 60 years.

(ii) The second set of employees are regular employees of Central Government who are categorised as Group 'C' and Group 'D' employees according to the post, but are also classified according to the skills. The retirement age of such Group 'C' employees is 58 years and for Group 'D' 60 years.

Present position

89.32 We have further ascertained the position and have been informed that the posts of Works Assistant (Rs.1200-1800) and Lift Operator (Rs.950-1500) are under regular establishment and classified as Group 'C' posts. Work Assistants thus retire at the age of 58 years. In two individual cases, the Central Administrative Tribunal gave judgement in favour of the employees to retire them at the age of 60 years, against which Special Leave Petitions were filed in the Supreme Court. By the time the cases came up for hearing the employees had retired. So far merit-based judgements have not been delivered on the issue.

Our Recommendation

89.33 **We have recommended a higher retirement age of 60 years for all Central Government employees. The anomalies pointed out by the Union would thus be rectified.**

NATIONAL BUILDINGS ORGANISATION

Functions

89.34 The National Buildings Organisation was established in 1954 as an attached office, primarily to undertake research in low cost building designs and improvement of the building and housing conditions After its re-structuring in 1992, National Buildings Organisation(NBO) takes up the functions of maintaining the socio-economic management information system and a data bank. The organisation is manned by officers/staff belonging to Indian Economic Service, Indian Statistical Service and Central Secretariat Service. The standard replacement pay scales recommended by us would cover all posts in the Organisation.

DIRECTORATE OF ESTATES

Functions

89.35 The Directorate of Estates is mainly responsible for administration of Government Estates(Residential and Office accommodation) and Hostels, besides administration of markets in Government colonies in metropolitan cities. It also administers the Requisitioning and Acquisition of Immovable Property Act, 1952.

Estate Managers

89.36 The Estate Managers in the pay scale of Rs.2000-3500 with special pay of Rs.150 per month, and Assistant Estate Managers in the pay scale of Rs.2000-3200 have demanded higher pay scale of Rs.3000-4500 and Rs.2200-4000 respectively. The functions of Estate Managers involve allotment and cancellation of General Pool accommodation. They are the deciding Authority in sub-letting cases, attend to Ministry of Law and High Courts for swearing affidavits function as Estate Officers under Public Premises Act, 1971, and are Heads of Office. **Considering the multifarious functions, we recommend the pay scale of Rs.2500-4000 without special pay for the two posts of Estate Managers at Mumbai and Calcutta, and Rs.2000-3500 for the Assistant Estate Managers.**

Accounts Staff(rent)

89.37 The Accounts Staff comprising the Assistant Director of Estates (Rs.2375-3500), Superintendents (Rs.1640-2900), and Accountants (Rs.1400-2600) are responsible for recovery of licence fee/rent of Government accommodation and maintenance of accounts thereof. It has been brought to our notice that the recruitment rules 1988 for the post of Accountant in the Directorate provide the essential qualification of a University Degree and two years' experience in Accounting work and training in Cash & Accounts. The posts are filled by selection from amongst all the Upper Division Clerks of the Ministry belonging to Central Secretariat Service. The pay scales of Assistant and Accountant were earlier at par at Rs.1400-2600. However, consequent on the award of the pay scale of Rs.1640-2900 to the Assistants, the UDCs in the Ministry who opted for the posts of Accountant in Rent Division of Directorate of Estates have been put

to a disadvantage. The Accounts staff have, therefore, demanded that the post of Accountant be placed in the pay scale of Rs.1640-2900 and consequently the pay scales of the posts of Superintendent and Assistant Director of Accounts be suitably upgraded. **Having considered the issue we recommend the following pay scales for the Accounts staff (rent).**

Designation of the Post	Pay Scales	
	Existing Rs.	Recommended Rs.
Accountant	1400-2600	1640-2900
Superintendent(Accounts)	1640-2900	2000-3500
Assistant Director(Accounts)	2375-3500	2500-4000
Deputy Director	3000-4500	3000-4500

Rent Collector

89.38 There are seven posts of Rent Collectors in the pay scale of Rs.950-1500 and the posts are filled by direct recruitment. There was earlier one post of Senior Rent Collector in the pay scale of Rs.1400-2300. This was surrendered against the '10% economy cut' in staff. **To alleviate the problem of non-availability of promotion avenues, we recommend that the posts of Rent Collectors be merged with the clerical cadre of the Directorate.**

DIRECTORATE OF PRINTING

Functions

89.39 The Directorate of Printing, since its reorganisation in 1973, is primarily responsible for executing printing jobs for all Ministries/Departments of Government of India. Printing of Government publications, school books, forms for Civil and Defence purposes, stocking and distribution of forms for various government ministries/departments as per their requirements, are other important functions of this Directorate. The Directorate also renders advice from time to time to various State Governments and Central Government Departments on technical matters related to Printing Presses. It has 21 Printing Presses spread throughout the country, besides one outside Printing Branch and a Forms Store at Calcutta under its administrative control.

Our Recommend-ation

89.40 **The recommendations on the pay scales and service conditions of Printing Staff have been made in Chapter on Common Categories - Printing staff.**

LAND & DEVELOPMENT OFFICE

Functions

89.41 The Land & Development Office is a subordinate office of the Ministry and is responsible for administration of thousands of leased properties of the Central Government in Delhi. It also handles matters pertaining to allotment of land to various government/semi-government departments and institutions, auction of vacant lands and buildings under its charge, removal of squatters on government land/recovery of damages from them and conversion of lease-hold residential properties into freehold.

Status of Office

89.42 **There is a demand for upgradation of the status of this office from a subordinate office to an attached office along with increase in the staff strength. The Ministry has informed us that the upgradation of the status is not feasible. The demand for provision of additional staff could be considered on the recommendations of Internal Work Study Unit of the Ministry.**

Overseers Surveyors

89.43 There are eleven posts of Overseers in the scale of Rs.1400-2300. The recruitment qualification is Diploma in Civil engineering. 75% posts are filled by direct recruitment and the remaining 25% by promotion from the feeder post of Surveyor (7 Posts) in the pay scale of Rs.1200-2040. In addition, there are two selection grade posts of Overseer in the pay scale of Rs.1600-2660. **In accordance with the general recommendations made for engineering personnel, we recommend the pay scale of Rs.1600-2660 for the Overseers and Rs.1640-2900 for the selection grade posts in present terms. The posts may be redesignated as overseer Grade II (Rs.1600-2660) and Overseer Grade I (Rs.1640-2900). The existing pay scale of Surveyors be retained.**

Draftsman

89.44 There are two posts of Draftsman Grade III in the pay scale of Rs.1200-2040 and one post of Draftsman Grade II in the pay scale of Rs.1400-2300. **In accordance with the general proposition made for engineering personnel, we recommend the pay scale of Rs.1320-2040 for Draftsman Grade II and Rs.1600-2660 for Draftsman Grade II.**

Ministerial Staff

89.45 The Ministerial Staff Association has represented to us that they have promotion avenues up to the level of Superintendent (Rs.1600-2660) and higher gazetted posts are filled by transfer on deputation denying them career progression. The existing cadre is as under:-

Designation	Pay Scale Rs	No.of Posts
UDC	1200-2040	63
Accountant	1400-2300	2
Superintendent	1600-2660	15
Administrative Officer	2000-3500	1
Vigilance Officer	2200-4000	1

Our Recommendation

89.46 **In accordance with the general proposition made for ministerial staff, we recommend the pay scale of Rs.1600-2660 for the Accountants. The posts of Superintendent be divided into two levels, Superintendent Grade II - ten posts (pay scale Rs.1600-2660) and Superintendent Grade I - five posts (pay scale of Rs.1640-2900). We further recommend that the post of Administrative Officer, be made available for promotion to Superintendent Grade I instead of being filled by deputation.**

TOWN AND COUNTRY PLANNING ORGANISATION

Functions

89.47 The Town and Country Planning Organisation is the apex technical advisory body on matters relating to strategies and research on urban and regional planning and monitoring and evaluation of Central Government Schemes and development policies. It provides technical inputs for formulation of urban

development and infrastructure policies to the Ministry. It also provides consultancy services on various kinds of projects to State Governments/Public Sector agencies and other organisations/departments.

Group 'A' Officers

89.48 The Town & Country Planners Association has demanded strengthening of the organisation and upgradation of the pay scales of the posts of Chief Planner, Additional Chief Planner and Planner. The existing cadre structure of the Planners is as under:-

Designation	Sanctioned Strength	Pay Scale Rs.
Chief Planner	1	5100-5700
Additional Chief Planner	2	4500-5700
Town & Country Planner/Arch. Planner/Sociologist	10	3700-5000
Associate Town & Country Planner	16	3000-4500
Assistant Town & Country Planner	11	2200-4000

The recruitment qualification prescribed for the post of Assistant Town & Country Planner is Postgraduation or Diploma in Town/City/Urban /Regional Planning after graduation in Planning/Architecture/Engineering/Master's degree. Half of the posts are filled by direct recruitment and the remaining half by promotion from Assistant Architects/Assistant Engineers/Assistant Industrial Economists/Assistant Sociologist s in the pay scale of Rs.2000-3500.

Our Recommendations

89.50 The Chief Planner is the technical adviser to the Government of India on planning matters. Town and Country Planning Organisation provides technical inputs for formulation of Urban Development and infrastructure policies to the Ministry. The Chief Planner has to effectively liaise with his counter-parts in the Centre and the States, who are placed in the payscale of Rs.5900-6700. **Considering the recruitment qualifications prescribed at entry grade, and duties and responsibilities attached to the post of Chief Planner, we recommend the pay scale of Rs.5900-6700 for the post of Chief Planner. We, however, do not endorse the demand for upgradation of other posts.**

National Urbanisation Council and TCPO

89.51 The National Commission on Urbanisation has in its report dated August 1988 recommended the setting up of a high-powered full-time National Urbanisation Council(NUC) with an Urbanologist of note, who has practical experience in the field of urban planning and administration, as its chairman with status equivalent to that of the Deputy Chairman, Planning Commission. It has been envisaged in this report that the Council should not only oversee all research in urbanisation but also firmly guide policy and its implementation. The report further recommended that.-

"The Central Town & Country Planning Organisation (TCPO) should be transferred to the control of the proposed National Urbanisational Council. The TCPO should move away from its function of low grade plan preparation. Its Chief Planner should have a status equivalent to that of the Director-General of the CSIR and he should be the Director General and Chief Technical Adviser of the NUC Basically the TCPO should organise a research programme and oversee it. It should help in the formulation of broad urbanisation policies and should be the

focal point for interstate discussions at official level on urbanisation issues

The Town and Country Planning Organisation should be re-oriented and enlarged as a strong technical arm of the Ministry. Its functions should be so extended that it can develop capability in and be responsible for (i) investment planning for urban development (ii) appraisal of urban projects (iii) setting and monitoring of standards in urban projects (iv) evaluation of urban projects (v) constant search and review of innovative urban programmes (vi) organisation of an urban information system (vii) training needs in urban development planning and (viii) stimulating research on urban development in-house as well as in other institutions. In order to do this its interdisciplinary character should be strengthened and it could be redesignated as the "Human Settlements Planning Organisation" or equivalent. It would need even representation of economists, financial analysts and town planners, along with support from demographers, geographers and statisticians. It could continue some of its consultancy activities in physical planning."

Present Position

89.52 The urban population in the country is growing by leaps and bounds as is evident from following facts:-

(i) The urban population which was 50 million (approx. 14% of the national population) in 1947 reached 217 million (25.7% of country's population) in 1991 - during this period the country's population only doubled from 350 million to 628 million The urban population is projected to reach 350 million by the end of the century.

(ii) Seven of the 13 cities in the world with population of more than 10 million are in Asia, of which two- Mumbai and Calcutta - are in India. Delhi would soon be joining the list.

(iii) Nearly 50% of the urbanites live in the 91 towns that have a population of 3 lakhs or more. The metropolitan cities of Mumbai, Calcutta, Delhi, Bangalore, Chennai and Hyderabad that accommodate nearly 25% of urbanities recorded increases in population ranging between 30% to 50% in the eighties.

(iv) Delhi and Mumbai annually receive 5 - 7 lakh people respectively. The cities are, therefore, hard pressed not only to cater to the growing needs of their permanent population but perforce have to meet the shelter need of the migrants who are on the look-out for rented premises both for business and residential purposes.

Our Recomend-ations

89.53 **Taking into account the observations made by National Commission on Urbanisation we are of the considered view that the recommendations for setting up of the National Urbanisation Council and the role envisaged for a Central Town and Country Planning Organisation as a part of NUC can no longer be ignored. We recommend the creation of NUC including a Central Town and Country Planning Organisation as envisaged in the recommendations of NUC.**

Flexible Complementing

89.54 It has been brought to our notice that although the Town and Country Planning Organisation has been recognised as a Science and Technology

Scheme

organisation, the Flexible Complementing Scheme of promotions has not yet been implemented in the organisation We find that the Town and Country Planning Organisation has been listed as an S&T Organisation by the Department of Science & Technology for implementation of Flexible Complementing Scheme. The role and functions of the organisation include applied research projects of topical interest in urban planning and application and dissemination of new techniques/standards in planning. However, the scope of Flexible Complementing Scheme as envisaged by us would not cover the activities of Town and Country Planning Organisation. **The Officers and staff of the organisation would be covered by the general scheme of Assured Career Progression recommended by us.**

CONTROLLER OF STATIONERY AND CONTROLLER OF PUBLICATIONS

Func ions

89.55 The Government of India Stationery office is responsible for the procurement and supply of paper, paper-made articles and other stationery items as required for day to day functioning of all the Ministries and Departments including Indian Missions/Posts abroad, Union Territories and some quasi-government organisations. Its headquarters at Calcutta is headed by a Controller of Stationery with three regional offices at New Delhi,Mumbai and Chennai.

89.56 The Department of Publications is responsible for creating awareness about various national programmes and policies through government publications on various themes/subjects, having relevance to national priorities. This department is the publisher of saleable official publications and is reponsible for stocking, distribution, advertising, cataloguing and sale of Government Publications/periodicals and Gazette of India and Delhi. It also handles Army Publications.

Our Recommend-ations

89.57 We have examined the pay scales and cadre structure of the employees and officers under the Controllers of Stationery and Publications in the light of their recruitment qualifications and our general recommendations on comparable categories of staff. **We make following recommendations:**

Existing	Recommended Pay Scale (Rs.) (In present terms)	Remarks
GROUP 'D'		
| 3 Years		
V		
Junior Addressographer Operator (Rs 800-1150) (6)	800-1150 *	Normal Group 'D' staff with standard 3 - grade structure
| 5 years		
.....		
|		
V 10 years		
Senior Addressographer Operator (5) (Rs 950-1500) (Matric) <----> Junior Salesman (Rs 1200-1800)	950-1500 $	To be merged in the cadre of LDCs
(Rs 950-1400) (Non-Matric) | 5 years	1320-2040 @	To be merged in the cadre of UDCs
V		
Senior Addressographer Operator In-Charge (Rs 1200-2040) (1)	1320-2040	To be merged in the cadre of UDCs
| 5 years		
V		
Deputy Storekeeper (Rs 1350-2200) (4)	1400-2300	Due to rationalisation of scale
| 8 years		

V		
Storekeeper (Rs 1400-2100) (2)	1600-2660	According to normal pattern recommended for subordinate offices
: 10 years		
V		
Supervising Officer (Rs 1600-2660) (15)	1640-2900	Here [illegible]
2 years		
V		
Assistant Controller of Publications/	2000-3500 (2)	These will be called Asstt Controller Grade II
Assistant Manager of Publishing, Admn and Forms Stores (Total posts 3 in scale of Rs 2000-3500)	2500-4000 (1)	These will be called Asstt Controller Grade I
5 years		
V		
Deputy Controller of Publications (Rs 3000-4500) (1)	3000-4500	No change
5 Years		
V		
Controller of Publications (Rs 3700-5000) (1)	3700-5000	No change

Other Posts

89.58 **The other posts in the Ministry of Urban Affairs and Employment are covered by the scales of pay discussed by us in the relevant Chapters. Our recommendations on the revised Scales of pay contained therein will equally apply to these posts.**

90

Ministry of Water Resources

INTRODUCTION

Functions

90. 1 The Ministry of Water Resources is responsible for the formulation of policies and programmes relating to the development and regulation of the country's vast water resources. It plays a crucial role in sectoral planning,, formulation of policy guidelines, technical examination of and extension of assistance for projects for development of water resources, coordination of execution of inter-state river projects, resolution of inter-state riverine disputes and in facilitating the availability of external assistance for projects.

Organisation

90. 2 The Ministry has two attached offices, viz. the Central Water Commission and the Central Soil and Materials Research Station. Its four subordinate offices are the Central Ground Water Board, Central Water and Power Research Station, Farakka Barrage Project and the Ganga Flood Control Commission. Various statutory and autonomous bodies, and Inter-State Water Disputes Tribunals also function under the Ministry's administrative control.

Sanctioned Strength

90.3 Headed by a Secretary, the Ministry and its attached and subordinate offices had a sanctioned strength of 16,238 posts as on March 31, 1994, group-wise details of which are depicted in the following table:

Organisation	'A'	'B'	'C'	'D'	Total
SECRETARIAT	70	261	375	130	836
ATTACHED OFFICES					
Central Water Commission	824	620	3,373	1,245	6,062
Central Soil and Materials Research Station	60	85	150	128	423
SUBORDINATE OFFICES					

Central Ground Water Board	409	358	2,452	2,012	5,231
Central Water and Power Research Station	222	232	801	660	1,915
Farakka Barrage Project	52	176**	872	565	1,665
Ganga Flood Control Commission	23	13	52	18	106
Total	1,660	1,745	8,075	4,758	16,238

** Group 'B' Gazetted : 36 posts; Group 'B' Non-gazetted : 140 posts

SECRETARIAT

Group A posts in CAD Wing

90.4 Policies and programmes relating to command area development, minor irrigation and water management are implemented by the Ministry through its technical wings manned by officers belonging to the engineering and agricultural disciplines.. Apart from seven posts of Joint Commissioners in the engineering discipline scale of pay of Rs 3700-5000 held by officers belonging to the Group 'A' Central Water Engineering Service, the Command Area Development Wing has, among others, a post of Commissioner in the scale of pay of Rs 5900-6700, and posts of Senior Joint Commissioners (CAD) in the scale of pay of Rs 4100-5300 and Joint Commissioners (Soil) in the scale of pay of Rs 3700-5000. The Technical Officers in the Wing have represented that, whereas the Joint Commissioners in the engineering discipline are eligible for promotion to the post of Senior Joint Commissioners in the non-functional selection grade of Rs 4500-5700 and this post is also in an identical scale of pay in other wings in the Ministry, such as Minor Irrigation, Water Management, etc., those in the agriculture scheme promoted as Senior Joint Commissioners are placed only in the lower scale of pay of Rs 4100-5300. **Having regard to the similarities in functions and qualifications of the officers in the two disciplines, we recommend that the two posts of Senior Joint Commissioner in the Command Area Development Wing may be placed in the replacement scale of pay corresponding to Rs 4500-5700.**

Accountant

90.5 In terms of the recruitment rules, the post of Accountant in the Command Area Development Wing in the scale of pay of Rs 1400-2300 is to be filled by transfer on deputation of Assistants of the Central Secretariat Service or Upper Division Clerks of the Central Secretariat Clerical Service. It has been brought to our notice that while the Assistants are unwilling to be deputed to the post being already in a higher scale of pay of Rs 1640-2900, the upper Division Clerks are also reluctant to be considered for appointment because of the work load involved in maintaining accounts of the Plan Assistance to the States for the Command Area Development Programme. We have been informed that two other posts of Accountant in the Budget and Technical Wing of the Ministry are in a higher scale of pay of Rs 1640-2900. **In consideration of the functional responsibilities of the post, we recommend that it may be placed in the replacement scale of pay corresponding to Rs 1640-2900, subject to the condition that it shall be filled by transfer on deputation of personnel holding analogous posts in the organised Accounts departments.**

Senior *Technical Assistants*

90.6 ineering disciplines in the scale of pay of Rs 1640-2900 in the Minor Irrigation Wing. It has been urged that the posts should be placed in the scale of pay of Rs 2000-3500 corresponding to that of the posts of Inspector of Factories, Field Officer (Agriculture), Assistant Public Prosecutor, and Section Officer in the Central Secretariat. The Ministry has also supported the demand on the ground that the functions of the Senior Technical Assistants in the Minor Irrigation Wing require technical skills, competence and initiative for examination of different projects and schemes and has further suggested that two posts of Assistant Engineers in the Minor Irrigation Wing, to which the Senior Technical Assistants are eligible for promotion, may be upgraded to the scale of pay of Rs 2200-4000. We are, however, of the view that comparison with posts in other ministries and departments is not relevant and that the present scale of pay of the post is quite adequate. **We accordingly recommend that the post of Senior Technical Assistant in the engineering discipline be placed only in the replacement scale of pay corresponding to Rs 1640-2900 and filled by transfer on deputation of Junior Engineers (Civil) from other Central Government departments. The two posts of Assistant Engineers in the Minor Irrigation Wing may, however, be placed in the replacement scale corresponding to Rs 2200-4000 and encadred in the Group 'A' Central Water Engineering Service. The two posts of Senior Technical Assistants in the statistical discipline may be placed in the replacement scale of pay recommended by us for comparable posts in the Department of Statistics and the Ministry of Planning and Programme Implementation.**

CENTRAL WATER COMMISSION

Organisation and Functions

90.7 Established in the year 1945 initially as the Central Waterways Irrigation and Navigation Commission, the Central Water Commission is the Ministry's main technical arm and the apex technical organisation in the country in the field of water resources. It is charged with the responsibility of initiating, coordinating and furthering, in consultation with the State Governments concerned, schemes for the control, conservation, development and utilisation of water resources throughout the country for purposes of irrigation, navigation, power generation, flood management, etc. Headed by a Chairman having the ex-officio status of a Secretary to the Government of India, the Commission has four other Members of the ex-officio status of Additional Secretaries who head the four technical wings responsible for designs and research, planning and progress, water planning and river management. A separate wing responsible for administration, coordination and training is headed by a Chief Engineer functioning directly under the Chairman.

Group *A posts*

90.8 **Our recommendations in respect of Group 'A' posts in the Commission encadred in the Central Water Engineering Service are contained in the chapter on "Engineering Services".**

Deputy and Assistant Directors

90.9 There are also a few isolated Group 'A' posts of Assistant Director and Deputy Director in the scales of pay of Rs 2200-4000 and Rs 3000-4500 respectively in the Hydrometeorology Wing of the Commission. We find that the main functions of the incumbents of these posts relate to the application of hydrometeorology and hydrology to problems of flood forecasting, preparation of

hydrographs, etc., which can be compared with activities relating to weather forecasting in the India Meteorological Department We are, therefore, of the view that these isolated posts should be merged in the corresponding cadre in the India Meteorological Department so as to provide avenues for career advancement to the incumbents.

Surveyors

90.10 There are 22 posts of Surveyors in the scale of pay of Rs 975-1540 in the Commission. Incumbents of these posts have represented that they should have been placed in the scale of pay of Rs 1200-2040 at par with their counterparts in the Central Ground Water Board and the Geological Survey of India We find that the recruitment qualifications for the post and the duties and responsibilities in all the three organisations are comparable. In the circumstances, and based on our general recommendations on rationalisation of scales of pay, we recommend that the post may be placed in the replacement scale of pay corresponding to Rs 1320-2040.

Wireless *Mechanics*

90.11 Posts of Junior and Senior Wireless Mechanics in the Commission are distributed in the scales of pay of Rs 950-1500 and Rs 1320-2040 respectively. It has been represented that Radio Mechanics in the India Meteorological Department possessing similar qualifications have been placed in the higher scale of pay of Rs 1320-2040 and that a Cadre Review Committee had also recommended the merger of the posts of Junior and Senior Wireless Mechanics. Having regard to the similarities in recruitment qualifications, we recommend that the 37 posts of Junior Wireless Mechanic may be merged with the posts of Senior Wireless Mechanics and all the posts placed in the replacement scale of pay corresponding to Rs 1320-2040.

90.12 Incumbents of the work-charged posts of Observers, Grade II, in the scale of pay of Rs 950-1400 urged that they should have been placed in the scale of pay of Rs 1400-2300 at par with the posts of Junior Engineers and Research Assistants and designated as Scientific Assistants. This has been justified on the ground that the duties of all these posts are similar. They have also compared themselves with the Junior Observers in the India Meteorological Department. We have been informed by the Central Water Commission that, while no recruitment rules have been framed for work-charged posts, the guidelines prescribed envisage recruitment of matriculates possessing an ITI Certificate. The work-charged Observers are eligible for being absorbed in the regular cadre of Research Assistants on qualifying in a departmental examination. Parity with the Research Assistants may not, therefore, be justified. In our view, it would be more appropriate to equate these posts with those of Junior Observers in the India Meteorological Department, which have since been merged in the cadre of Laboratory Assistants in the scale of pay of Rs 975-1540. We accordingly recommend that the posts of Observers, Grade II, may be placed in the replacement scale of pay corresponding to Rs 975-1540.

Book *Binders*

90.13 Book Binders in the Commission are presently in the scales of pay of Rs 825-1200 and Rs 950-1500 and the posts are filled by promotion of Group 'D' Staff. They have represented that their scale of pay may be brought at par with those of their counterparts in the Government of India Presses, Defence establishments and the Railways, who are in the scale of pay of Rs 950-1500 and Rs 1200-2040 The service conditions of Book Binders in the organisations referred to are, however, governed by the rules applicable to industrial workers,

whereas those in the Central Water Commission are governed by the Central Civil Service Rules. Higher recruitment qualifications have also been prescribed for the posts of Book Binders in the Government of India Presses and the Defence and Railway establishments. Besides, the demand for parity was also rejected by the Ministry of Finance in 1991. **In the circumstances, we are unable to accede to this demand and recommend that the Book Binders may be placed only in the replacement scales of pay corresponding to their present pay scales.**

CENTRAL SOIL AND MATERIALS RESEARCH STATION

Functions

90.14 The Research Station at New Delhi is the premier organisation in the country dealing with field exploration, laboratory investigations and basic and applied research relating to geomechanics, concrete technology and construction materials relevant to river valley projects. Its main clients are the Central and State Government agencies and public enterprises responsible for execution of river valley projects. Besides, agencies involved in the construction of industrial complexes, multi-storeyed buildings, and thermal and nuclear power stations also utilise the consultancy services provided by the Station. It also plays a leading role in ensuring standardisation, and organising workshops, seminars and training programmes for dissemination of knowledge.

Group A posts

90.15 Details of the Group 'A' posts, in the engineering and scientific streams, in the Research Station are as follows:

Designation	Scale of Pay Rs.	Sanctioned Strength
Director	5100-5700	1
Additional Director	4500-5700	1
Joint Director	4500-5700	2
Chief Research Officer	3700-5000	6
Senior Research Officer	3000-4500	17
Research Officer	2200-4000	31

Sales of pay and promotion avenues

90.16 The Association representing the Group 'A' Engineering Officers has brought to our notice that though the Research Station has been recognised as a scientific and technical organisation, the scales of pay and flexible complementing scheme of promotions applicable in the Department of Science and Technology have not been extended to the Group 'A' Officers and have requested us to rectify this anomaly. The functions and responsibilities of the Department of Science and Technology are multi-dimensional and are not strictly comparable with those of the Research Station. A comparison is, however, possible with the Central Water and Power Research Station, a subordinate office of the Ministry, which is also involved in basic and applied research in their respective fields. Whereas there is parity in the scales of pay of posts up to the level of Joint Director in both the Research Stations, the posts of Additional Director and Director in the Central Water and Power Research Station have been placed in higher scales of pay of Rs

5100-6300 and Rs 5900-7300 respectively. **We recommend that replacement scales of pay corresponding to these pay scales may be extended to the posts of Additional Director and Director in the Central Soil and Materials Research Station as well.** As regards the other demand that the scope of the flexible complementing scheme, which is presently available up to the scale of pay of the post of Joint Director, may be enlarged to include the scales of pay of the posts of Additional Director and Director, **our general recommendations on promotion avenues in the scientific and technical organisations would be applicable to the personnel involved in research activities in the Station.**

Procedure for promotions

90.17 Prior to 1990, in the context of delays in finalising assessments to facilitate promotions under the flexible complementing scheme, such promotions were given effect to retrospectively. This procedure was, however, discontinued in 1990 on the ground that retrospective promotions against regular vacancies were irregular. It has been urged by the Association that the earlier practice should be revived. On an examination of this question, we are of the view that the orders issued in this regard in 1989, on which reliance has been placed, are strictly not relevant in the case of promotions under the flexible complementing scheme because promotions effected under this scheme do not involve the assumption of higher responsibilities. **In the circumstances, we recommend that the status quo ante may be restored.**

Documentation Officer

90.18 The library of the Research Station has a Group 'A' post of Documentation Officer in the scale of pay of Rs 2200-4000. It has been represented that the post should be upgraded and placed in the scale of pay of Rs 3000-4500. Functional requirements alone can justify higher scales of pay, which have not been adequately established. **We are, therefore, not inclined to entertain this demand. The provisions of the Assured Career Progression Scheme will, however, apply to the incumbent of the post.**

Research Assistants

90.19 There are 28 posts of Research Assistants in the scale of pay of Rs 1640-2900, distributed equally in the engineering and scientific disciplines. The recruitment rules provide for 80 per cent of the posts in each of the disciplines being filled by direct recruitment of candidates possessing a degree in engineering and a postgraduate degree in science. The remaining 20 per cent of the posts are filled by promotion of Supervisors in the scale of pay of Rs 1400-2300, who are required to possess a diploma in engineering. Research Assistants are eligible for promotion to posts of Assistant Research Officers in the scale of pay of Rs 2000-3500. Based on our general recommendations on rationalisation of scales of pay with reference to the qualification requirements, **we recommend that the posts of Research Assistant and Assistant Research Officer may be placed in the replacement scales of pay corresponding to Rs 2000-3500 and Rs 2500-4000 respectively and the posts of Supervisor distributed equally in the replacement scales of pay corresponding to Rs 1600-2660 and Rs 1640-2900, the posts in these two scales of pay being designated as Supervisor, Grade II, and Supervisor, Grade I respectively.**

Telephone Operators and Time-keeper

90.20 There are two isolated posts of Telephone Operator and another isolated post of Lower Division Clerk (Time-keeper) all in the scale of pay of Rs 950-1500. Upgradation of the posts in the scale of pay of Rs 1200-2040 on a personal basis has been urged on the ground that the incumbents have rendered 13 to more

than 20 years of service without any avenues for further advancement. We have been informed by the Ministry that the incumbent of the latter post was appointed in 1974 when the Research Station was a subordinate office of the Central Water Commission and that two work-charged employees were appointed to the posts of Telephone Operator in 1988, the posts having been created in pursuance of the recommendations of a high level committee which was constituted in 1977 for restructuring the Research Station. The Research Station having subsequently been accorded the status of an independent attached office of the Ministry, **the post of Lower Division Clerk (Time-keeper) ought to have been encadred in the Central Secretariat Clerical Service. Similarly, the two posts of Telephone Operator should have also been so encadred in terms of the instructions of the Department of Personnel and Training in this regard. We recommend that this may be done and the financial benefits envisaged under the Assured Career Progression Scheme also extended to the incumbents of these posts.**

CENTRAL GROUND WATER BOARD

Functions

90.21 The Central Ground Water Board is the apex national organisation entrusted with the responsibility of assessing the country's ground water resources and evolving broad policy guidelines for their development and management, conservation, augmentation and protection. The Board also advises the Ministry and State Governments on the scientific and technical aspects of ground water management. It has been playing a crucial role in generating valuable scientific and technical data through regional hydrogeological surveys, exploration of ground water sources, water quality management, etc. Apart from assisting State Governments in the preparation plans for development and management of ground water resources, the Board also organises in-service training programmes for its own officers as well as those of other Central Government departments and State Governments.

Organisation

90.22 Headed by a Chairman, the Board has two main wings, viz. Hydrogeological and Engineering, which are presided over by a Chief Hydrogeologist and Chief Engineer respectively, who are also full-time Members of the Board. Other Members are nominees of the Ministry, Rural Electrification Corporation Limited, National Institute of Hydrology, Central Public Health Engineering Organisation and the National Geophysical Research Institute.

Senior Duty Posts

90.23 In 1989, a high powered multi-disciplinary committee had suggested the upgradation of the scales of pay of the senior duty posts in the Board including those of the Chairman and Members. On approval by the Empowered

Committee, the scales of pay of various posts were revised as indicated below

Designation	Scales of Pay	
	Pre-revised Rs	Revised Rs
Chairman	5900-6700	7300-7600
Chief Engineer @	5100-5700	5900-6700
Chief Hydrogeologist @	5100-5700	5900-6700
Scientist. Grade 'D' @	3700-5000	5900-6700
Regional Director	3700-5000	4500-5700
Director (Administration)	3700-5000	4500-5700
Finance and Accounts Officer	3000-4500	3700-4500
Assistant Administrative Officer **	2000-3500	2375-3500

@ Redesignated as Member ** Redesignated as Administrative Officer

In addition, four new Regions and two Divisions were also created in February 1995 involving increase in the sanctioned strength by 316 temporary posts in different categories.

90.24 It has been represented that the Chairman of the Board should be equated with the Chairman and Members of the Central Water Commission, who are in receipt of a fixed pay of Rs 8,000 per month and pay in the scale of pay of Rs 7300-7600 respectively, and that the Regional Directors should be placed in the scale of pay of Rs 5900-6700. We are of the view that the Board being only a subordinate office of the Ministry is not comparable with the Central Water Commission, which is an attached office. Besides, the scales of pay of various posts have been revised upwards only recently. **Further upward revision of the scales of pay as proposed would, therefore, not be justified, and we recommend only the replacement scales of pay corresponding to the present pay scales for the posts of Chairman, Members and Regional Directors.**

Senior Technical Assistants

90.25 There are 147 posts in all of Senior Technical Assistants in the scale of pay of Rs 1640-2900 in various disciplines, such as hydrogeology, hydrometeorology, geophysics, etc. It has been urged that the post may be placed in the scale of pay of Rs 2000-3500 on the ground that its present scale of pay is not commensurate with the qualifications prescribed for appointment and the functional responsibilities. We find that incumbents of posts in the disciplines of hydrogeology, hydrometeorology, geophysics and chemistry are recruited directly with a postgraduate degree in science relevant to their field, while 75 per cent of the posts of Senior Technical Assistants in the Mechanical discipline are filled by direct recruitment of those possessing an engineering degree. **Based on our general recommendations on rationalisation of scales of pay with reference to qualification requirements, we recommend that these posts may be placed in the replacement scale of pay corresponding to Rs 2000-3500. As a consequence, the posts of Junior Hydrologist, Assistant Hydrogeologist, Assistant Geophysicist and Assistant Engineer, presently in the scale of pay of Rs 2000-3500, may be placed in the replacement scale of pay corresponding to Rs 2500-4000.**

90.26 There are, in addition, nine posts of Senior Technical Assistant in the Survey stream also in the scale of pay of Rs 1640-2900. Incumbents of the posts, possessing a Certificate in Surveying, are initially recruited only as Junior Surveyors in the scale of pay of Rs 1200-2040 and are first promoted as Senior Surveyors in the scale of pay of Rs 1400-2300 before they are appointed against the posts of Senior Technical Assistants. In the absence of any direct recruitment of postgraduates or graduates in engineering, they cannot be equated with their counterparts in the other disciplines. **Senior Technical Assistants (Survey) shall therefore be placed only in the replacement scale of pay corresponding to their present pay scale. In order to distinguish them from the other Senior Technical Assistants for whom the replacement scale of pay corresponding to Rs 2000-3500 has now been recommended by us, the post may be redesignated as Head Surveyor. In conformity with our general recommendations on rationalisation of scales of pay, the posts of Junior Surveyor and Senior Surveyor may, however, be placed in the replacement scale of pay corresponding to Rs 1320-2040 and Rs 1600-2660 respectively.**

CENTRAL WATER AND POWER RESEARCH STATION

Functions

90.27 The Central Water and Power Research Station, located at Pune, is one of the largest institution of its kind in the world and a premier engineering research institution in the country. Apart from undertaking basic and applied research on all aspects of development of water and energy resources, including water-borne transport, with particular emphasis on the requirements of hydraulic systems and structures associated therewith, the Station also provides consultancy and advisory services to the Central and State Governments, promotes and assists research activities in the States and institutions engaged in hydraulic research and conducts training programmes for manpower development.

Reorganisation Initiatives

90.28 A high level multi-disciplinary committee constituted in 1976 recommended measures relating to reduction in the number of scales of pay, staffing pattern, methods of recruitment, training of personnel and assessment of their performance, etc. In pursuance of its recommendations, the Station was reorganised in five distinct disciplines, viz. research, technical services, auxiliary technical services, administration and ancillary services. These measures ensured a degree of rationality in regard to cadre and pay structure and promotion avenues. It has been brought to our notice that, though the recommendations of the Fourth CPC provided some temporary respite, the desired relief was not available in the absence of an adequate number of posts in higher scales of pay for the personnel in the technical, auxiliary technical, and administrative streams attributable to the non-implementation of cadre review proposals. We have been informed that the relevant proposals formulated by the Ministry had not been concurred in by the Ministry of Finance on the ground that these involved introduction of new grades and scales of pay as well as revision of the scales of pay of certain categories of staff which could not be agreed to because the Fifth CPC had been constituted in the meantime, which was the appropriate body to consider revision of scales of pay. **We suggest that the cadre review proposals may be processed expeditiously by the Ministries of Water Resources and Finance in the light of the revised pay structure recommended by us.**

Scales of pay and promotions

90.29 As in the case of the Central Soil and Materials Research Station, the Association representing the Group 'A' and Group 'B' Officers has urged that the scales of pay and flexible complementing scheme of promotions applicable in the Department of Science and Technology should be extended to them and that the scope of the flexible complementing scheme, which is presently available up to the scale of pay of the post of Joint Director, may be enlarged to include the scales of pay of the posts of Additional Director and Director. It has been further urged the earlier practice of giving retrospective effect to promotions under the flexible complementing scheme, which was discontinued in 1990, should be revived. Our recommendations on the similar demands contained in paragraphs 96.16 and 96.17 supra would equally apply to the Central Water and Power Research Station.

Other Benefits

90.30 The Association has also represented that officers acquiring higher qualifications should be granted additional increments and those engaged in consultancy assignments should be paid an appropriate honorarium **We have dealt with these issues, which are of general applicability to all Central Government employees, separately and our recommendations contained in the relevant chapters may be extended to personnel in the Research Station.**

Assistant Documentation Officer and Documentation Officer

90.31 Posts of Assistant Documentation Officer and Documentation Officer exist in the Station in the scales of pay of Rs 2000-3500 and Rs. 2200-4000 respectively. It has been represented that these posts should be merged in the cadre of research personnel. These posts are essentially similar to those of library personnel. In our view, therefore, it would be inappropriate to merge them in the research stream. Our recommendations on the common category of Library Staff should instead be extended to these posts.

Research Assistant

90.32 Based on our general recommendations on rationalisation of scales of pay with reference to qualification requirements, we recommend that **the 129 posts of Research Assistant in the scientific and engineering streams, presently in the scale of pay of Rs 1640-2900 and for which the recruitment qualifications of a postgraduate degree in science and a degree in engineering respectively have been prescribed, may be placed in the replacement scale of pay corresponding to Rs 2000-3500. As a consequence, the posts of Assistant Research Officers, presently in the scale of pay of Rs 2000-3500, may be placed in the replacement scale of pay corresponding to Rs 2500-4000.**

Legal Assistant

90.33 There is a post of Legal Assistant in the sale of pay of Rs 1400-2300 in the Station, the prescribed recruitment qualification for which is a degree in law with some experience. In accordance with our general approach in regard to the scales of pay of legal professionals, we recommend that the **post may be placed in the replacement scale of pay corresponding to Rs 1640-2900.**

Craftsmen

90.34 There are in all 282 posts of Craftsmen in the Research Station distributed in three grades ('D', 'C' and 'B') in the scales of pay of Rs 800-1150 (43 posts), Rs 950-1500 (145 posts) and Rs 1320-2040 (94 posts) It has been represented that the recruitment qualification prescribed for appointment to the post of Craftsman 'C' is identical to that applicable for appointment to the post of Draughtsman, Grade III, in the scale of pay of Rs 1200-2040 and that former post should also, therefore, be placed in the higher scale of pay. We have been

informed by the Ministry that the Craftsmen belong to the category of workshop staff and that the cadre review proposals for them envisaged the creation of posts of Craftsmen 'A' (Master Craftsmen) in a higher scale of pay, which had, however, not been approved by the Finance Ministry following the appointment of the Fifth CPC. **We are of the view that the comparison with posts of Draughtsmen, Grade III, is not valid. Parity with the workshop staff may, however, be ensured by creating, as proposed by the Ministry, posts of Master Craftsmen in the replacement scale of pay corresponding to Rs 1400-2300. The cadre review proposals formulated by the Ministry may also be finalised expeditiously keeping in view our general recommendations on the common category of Workshop Staff contained in the relevant chapter.**

Ex-cadre posts

90.35 We have been informed by the Ministry that difficulties are experienced in filling the ex-cadre posts of Assistant Executive Engineer (Mechanical & Civil) in the scale of pay of Rs 2200-4000, Executive Engineer (Mechanical & Civil), Finance Officer and Senior Administrative Officer, all in the scale of pay of Rs 3000-4500, Chief Administrative Officer in the scale of pay of Rs 3000-5000 and of Administrative Officer in the scale of pay of Rs 2000-3500. The Ministry has, therefore, suggested that the technical posts may be encadred in the main cadre of the Central Water and Power Research Station or in the appropriate cadre in the Ministry itself and that the feasibility of encadrement of the finance and administrative posts in a single all India cadre may be considered. Having considered the implications of the suggestion, we **recommend as follows :**

(a) **The posts of Assistant Executive Engineer and Executive Engineer may be encadred in the Central Water Engineering Service and placed in the replacement scales of pay corresponding to their present pay scales.**

(b) Quite obviously, it will not be possible to create an all India cadre for the administrative posts. **It would be more appropriate, in our opinion, to amend the recruitment rules for appointment to the posts of Administrative Officer, Senior Administrative Officer and Chief Administrative Officer to enable their being filled by promotion of incumbents of ministerial posts instead of filling them by transfer on deputation as at present.** This would also provide some additional avenues of promotion for the ministerial staff.

C **The post of Finance Officer may, however, continue to be filled by transfer on deputation of officers of the organised Accounts Services.**

FARAKKA BARRAGE PROJECT

Functions

90.36 The Farakka Barrage Project is designed to subserve the preservation and maintenance requirements of Calcutta Port by improving the

regime and navigability of the Bhagirathi-Hooghly river system. The project involves the construction of barrages across the Ganga and Bagirathi rivers, regulators and feeder canals, navigation works, etc.

Surveyors

90.37 Surveyors in the Project in the scale of pay of Rs 975-1540 have requested that their scale of pay should be revised upwards to Rs 1200-2040 so as to be equal to the scale of pay of their counterparts in the Central Ground Water Board. We have been informed by the Ministry that the recruitment qualifications prescribed for the post in both the organisations are identical. **In the circumstances, and having regard to the rationalisation of different scales of pay recommended by us separately, we recommend that the post may be placed in the replacement scale of pay corresponding to Rs 1320-2040.**

Work Assistants

90.38 Posts of Work Assistants in the Project are distributed in three grades (III, II and I) in the scales of pay of Rs 950-1500, Rs 1200-2040 and Rs 1400-2300 respectively. Apart from suggesting that the designations of these posts may be changed to Supervisor, Grades III, II and I, incumbents of these posts have urged that (a) the recruitment rules as proposed by the Categorisation Committee of the erstwhile Central Water and Power Commission may be accepted and notified; (b) the rules may also be modified providing for relaxation in the qualifications based on length of service as was the position during 1968 and 1970; (c) Work Assistants, Grade III and Grade II may be promoted to the next higher scale of pay on a personal basis in consideration of the fact that they have completed the eligibility period for promotion.

90.39 We have been informed by the Ministry that such of those industrial work-charged staff possessing the requisite qualifications were categorised as non-industrial staff and absorbed in the regular establishment as Work Assistants, Grade III, in 1979 and were extended all facilities applicable to the regular staff and those who did not possess these qualifications continued only as work-charged industrial staff. Further, in June 1994, the Cadre Review Committee recommended the creation of 24 posts of Works Assistant, Grade I, subject to the surrender of an equal number of posts of Works Assistant, Grade II. However, pending creation of these posts, the recruitment rules have not been finalised. The Ministry has further stated that the recommendations of the Categorisation Committee related only to the Central Water Commission and not to the Farakka Barrage Project. In the absence of approved recruitment rules, the question of any relaxation thereof does not obviously arise. **We are also not in favour of the recruitment rules being relaxed because this would be detrimental to efficiency.** Additional posts in higher scales of pay will also have to be created strictly on functional considerations and not merely to improve career prospects. **While we are, therefore, not inclined to accede to the demand for promotions on a personal basis, the provisions of the Assured Career Progression Scheme recommended would, however, provide some relief to those who fulfil the prescribed criteria. We are of the view that the present designation of Work Assistant is appropriate and are not inclined to accept the suggestion that it should be changed.**

GANGA FLOOD CONTROL COMMISSION

Organisation

90.40 The Commission, with its headquarters at Patna, was established in April 1972 as a limb of the Ganga Flood Control Board, which is headed by the Union Minister of Water Resources and has as its Members the Chief Ministers of the Basin States concerned or their representatives, Union Ministers, the Lieutenant Governor of Delhi or his nominee, and functions as its Secretariat. The Commission is headed by a Chairman in the scale of pay of Rs 7300-7600, who is assisted by two full-time Members in the scale of pay of Rs 5900-6700, four Directors in the scale of pay of Rs 3700-4500 and other officers and staff. Representatives of the concerned Central ministries and departments as well as the Chief Engineers of the Basin States are either part-time Members of the Commission or permanent invitees to its deliberations.

Functions

90.41 The Commission has been mainly assigned the task of preparing comprehensive plans for flood management of various river systems in the Ganga sub-basin and formulating a phased programme for execution of works to proper standards. The Commission is also responsible for examination of schemes from the techno-economic angle, monitoring important flood management schemes and their evaluation, assessment of the adequacy of waterways under rail and road bridges and provision of technical guidance to the Basin States.

Scale of pay

90.42 **Posts in the Commission are in the standard scales of pay and may be placed in the corresponding replacement scales recommended by us.**

Other Posts

90.43 **All posts in the Ministry and its attached and subordinate offices other than those specifically discussed by us in this chapter are in standard scales of pay and they may be placed in the corresponding replacement scales recommended by us.**

91

Ministry of Welfare

INTRODUCTION

Functions

91.1 The Ministry of Welfare acts as the nodal ministry for coordinating various welfare activities for the development and welfare of special categories of people like Scheduled Castes, Scheduled Tribes, Other Backward Classes, Minorities, the Handicapped and the Street Children, etc. This ministry also monitors the special component plans of all the states/union territories as well as the ministries/ departments of Government of India. In addition, the ministry gets specific central and centrally sponsored schemes/ programmes for the social, educational and economic development of scheduled caste population implemented through state government/union territory administrations and various non-governmental organisations. To ensure that constitutional provisions provided for the disadvantaged sections of society are effectively pursued, five constitutional commissions namely, National Commission for Scheduled Castes and Scheduled Tribes; Commission for Linguistic Minorities; National Commission for Minorities; National Commission for Backward Classes; and National Commission for Safai Karamcharies have been constituted under this ministry. Six National Institutes namely, National Institute of Social Defence; National Institute of Visually Handicapped; National Institute for the Orthopaedically Handicapped; National Institute of Rehabilitation; Ali Yavar Jung National Institute for the Hearing Handicapped; and National Institute for the Mentally Handicapped function under the overall administrative control of this Ministry.

Organisation

91.2 The groupwise distribution of posts in the main Secretariat as well as the Constitutional Commissions and Sub-ordinate offices under the control of the Ministry and the number of scales on which they are borne is as indicated below:-

	No. of Posts	No. of pay scales
Group A	149	8
Group B	281	4
Group C	451	8
Group D	248	3
Total	**1,129**	**23**

NATIONAL COMMISSION FOR SCHEDULED CASTES AND SCHEDULED TRIBES

Functions

91.3 The National Commission for Scheduled Castes and Scheduled Tribes was constituted with effect from 12th March, 1992 replacing the Commissioner for Scheduled Castes and Scheduled Tribes. The National Commission consists of a chairperson, vice chairperson and five other members. The main functions of the Commission are to investigate and monitor all matters relating to the safeguards in provided for the Scheduled Castes and Scheduled Tribes, participate in and advise on the planning process of socio-economic development of SCs and STs, discharge such other functions in relation to their protection, welfare, development and advancement, and to make such reports/ recommendations as to the measures that should be taken by the Union or the State(s) for effective implementation of the safeguards.

Research Officers and Investigators

91.4 Presently, the posts of Investigators, Senior Investigators and Research Officers in the Commission, forming different levels of a promotion hierarchy, are in the respective pay scales of Rs.1400-2300, Rs.1640-2900 and Rs.2000-3500. Minimum educational qualification prescribed for all these posts include master's degree in a related field. According to the general principles evolved for the rationalisation of different scales of pay with reference to educational qualifications, posts for which the initial entry qualification of a postgraduate degree has been prescribed would normally be placed in the scale of Rs. 2000-3500, which would apply to the post of Investigator. **However, having regard to the comparatively less arduous nature of the duties and responsibilities of the incumbents of this post in the National Commission and the general recommendations given else-where by us in respect of the common category of Investigators, we recommend the pay scale of Rs.1640-2900 for the post of investigator. As a sequel to this upgradation and having regard to their postgraduate qualifications, we recommend, for the posts of Senior Investigator and Research Officer, the respective pay scales of Rs.2000-3500 and Rs.2500-4000.** We observe that the post of Research Officer in other organisations is normally in Group 'A' whereas this is only a Group B' post in the National Commission. **In order to avoid any confusion on this account we recommend that the designation of the post in the National Commission may be changed to Assistant Research Officer in conformity with the general designations of Group 'B' posts in various departments.**

NATIONAL COMMISSION FOR MINORITIES

Organisation

91.5 This Commission was set up in 1978 to safeguard the interests of Minorities. Consequent to the enactment of the National Commission for Minorities Act, 1992, statutory status was accorded to the Commission.

Promotion Avenues

91.6 We have received demands seeking promotion avenues for isolated ex-cadre posts in the Commission. Presently, no promotion avenues exists for these ex-cadre posts, which include the categories of Librarian, Accountant, Computors, Gestetner Operator and Hindi Translator/ Urdu Translator/Urdu Stenographer. We have separately recommended the introduction of an Assured Career Progression Scheme which shall be extended to all such ex-cadre posts. **We are of the view that this scheme will provide adequate promotion channels in form of higher pay scales.**

OFFICE OF THE COMMISSIONER FOR LINGUISTIC MINORITIES

Organisation

91.7 This organisation is headed by a Commissioner for Linguistic Minorities who is responsible for investigating all matters relating to the safeguards provided for the Linguistic Minorities under the Constitution and reporting to the President upon these matters at such intervals as the President may direct. The organisation of the Linguistic Minorities has its headquarters located at Allahabad with Regional Offices at Calcutta, Belgaum and Madras. The Commissioner is assisted by a Deputy Commissioner, 4 Assistant Commissioners and other officers and staff.

Section Officer

91.8 A post of Section Officer in the pay scale of Rs.1640-2900 exists in this office. Higher pay scale, on par with that of a Section Officer of CSS, has been demanded for this post. We, however, note that, despite their identical nomenclature, the posts are not comparable. Section Officers of CSS are responsible for the overall supervision of their section. On the other hand, SOs of this organisation only assist the Administrative Officer in the overall administration of the office. **Accordingly, we recommend that only the corresponding replacement pay scale may be considered for this post. In order to prevent any confusion in future, the designation of the post may be changed to Superintendent, as in other subordinate offices.**

OTHERS

Chairperson, National Commission for Safai Karamcharies

91.9 The post of Chairperson in the recently constituted National Commission for Safai Karamcharies, which has been formed to deal with matters concerning Safai Karamcharies, is equated with that of a Deputy Minister and carries a consolidated pay of Rs.10,000. Terms of reference of the Fifth CPC do not include pay and other service conditions of Ministers/ Deputy Ministers

Accordingly, no recommendations can be given by us on the pay scale of this post.

Secretary

91.10 The Secretary of this Commission is in the same scale of pay as applicable to the post of Joint Secretary to the Government of India. This equation is justified and should continue.

Other posts

91.11 All the other posts in the ministry including those of the National Commission for Backward Classes which has been constituted to review the list of Other Backward Classes, are covered by the scales of pay discussed by us in the relevant Chapters.

92

Department of Atomic Energy

GENERAL INTRODUCTION & HISTORICAL BACKGROUND

Objectives, roles and activities

92.1 The Department of Atomic Energy is charged with the responsibility of implementing the policies and programmes of the Government relating to peaceful uses of atomic energy in electricity generation and non-electricity applications such as medicine, agriculture and food technology, industry and research. Self-reliance and development of truly indigenous technology have been the hallmarks of the Department. Activities of the Department are broadly grouped under research & development, public sector undertakings, industrial and service organisations.

Organisational Set-up

92.2 The Atomic Energy Commission (AEC) is the apex body in the country for formulating policies and directing the programmes on atomic energy. The Department of Atomic Energy is the executive arm of the AEC for implementation of the policies and programmes. It has 5 R&D Units for its research activities. Set-up in 1957, the Bhabha Atomic Research Centre is the premier national centre for nuclear and related research, comprising reactors and laboratories for carrying out research in physics, chemistry, biology, agriculture, medicine, food and isotope technology, nuclear engineering, metallurgy and other disciplines. The Indira Gandhi Centre for Atomic Research was set up in 1971, with modern laboratories for research and development in fast breeder reactor technology and allied fields. The Centre for Advanced Technology has set up a synchrotron radiation facility for use in basic research, medicine and industry, and is engaged in R&D in high technology areas such as accelerators and lasers. The Variable Energy Cyclotron Centre at Calcutta is a national facility for advanced work in nuclear physics, nuclear chemistry, production of isotopes for various applications and radiation damage studies on reactor materials. Finally, the Atomic Minerals Division at Hyderabad is entrusted with the assessment, evaluation and categorisation of atomic minerals, research, design and fabrication of radiometric instruments, and development of ore extraction flow sheets. There are also 3 industrial units organised as departmental ventures in the form of eight Heavy Water Plants, a Nuclear Fuel Complex for nuclear power reactors of the country, and a Board of Radiation and Isotope Technology, set up in 1988, for production and supply of various radioisotope products. For servicing its various units, the Directorate of

Purchase and Stores of the Department, provides support in material management functions. The Construction and Services Group, comprising Civil Engineering and Engineering Services Divisions, is responsible for construction and commissioning of the Department's buildings and maintenance of these buildings and services. The Directorate of Estate Management is responsible for land management spread over different parts of Maharashtra and allotting residential flats to employees of units located at Bombay. The General Services Organisation, Kalpakkam, looks after construction, estate management, transport and maintenance, and various general services at Kalpakkam. The Atomic Energy Education Society runs the Department's 28 schools at 15 different centres, engaging 1600 staff members on its rolls.

Public Sector Units

92.3 The Department also supports four Public Sector Undertakings. The Nuclear Power Corporation of India Ltd. designs, constructs, commissions and operates nuclear power plants and atomic power stations. Formed in 1967, the Uranium Corporation of India Ltd. is responsible for mining and milling of uranium ore. Management of mineral sands separation plants, a rare earths plant, a thorium plant and production of minerals and value-added products is the mandate of the Indian Rare Earths Ltd.. The Electronics Corporation of India Ltd., set up in 1967, manufactures electronic systems, instruments and components developed at BARC, based on indigenous technology.

Distribution of Establishments

94.4 The Secretary of the Department, in the pay of Rs.8000 (fixed), is also the Chairman of the AEC, and the head of the administrative set-up. The Department has a total strength of 18,611 personnel, 3397 in Group A, 2185 in Group B, 10541 in Group C and 2488 in Group D. These personnel are organised into scientific, technical, workshop, administrative, accounts and auxiliary streams. The Department has been classified as a scientific department and devises its own norms for creation of posts, recruitment and promotion policies, as it is exempted from the perview of the Union Public Service Commission and Staff Selection Commission.

DEMANDS MADE IN MEMORANDA

General

92.5 Various memoranda received by us, both official as well those of the Associations and Unions of the staff of the Department have raised issues relating to removal of stagnation in Groups B, C and D posts, particularly Administration, Accounts and Auxiliary cadres. Upgradation of LDCs has also been sought, at par with UDCs at entry in order to phase out the former. Assistant Personnel Officers have sought parity with Section Officers of the Central Secretrariat and the Assistant Stores/Purchase Officers of the Directorate of Purchase and Stores. The Store-keeping personnel themselves desire to have the stores stream declared as a technical one. Provision of 4 grades to open promotion avenues for the Staff Car and Heavy Vehicle Drivers and Cosmetic Helpers has been demanded along with a restructuring of the Security Staff. Revision of the Nuclear Research Plant Support Allowance has been demanded along with removal of the eligibility ceiling limits. Scientific personnel, covered by the Flexible Complementing Scheme, have desired that entry at the level of Scientific Assistant B in the Department should be higher, and a level of distinguished scientist in the scale of Rs.7600-8000 should be created to recognise outstanding scientific talent in the field of nuclear research. The Department also feels that the pay scale of Secretary, Department

of Atomic Energy should be brought at par with that of Cabinet Secretary

OUR RECOMMENDATIONS

Administrative, Accounts and Auxiliary cadres

92.6 The Department had constituted a Cadre Review Committee on the recommendations of the 4th CPC for Group B, C and D staff in Administration, Accounts and Auxiliary cadres to consider the extent of stagnation. The Committee recommended intermediary grades in all these cadres in order to provide sufficient promotion avenues and bring about uniformity of pay scales in the various cadres, and also one scale higher for the existing pay scales of Rs.2375-3500, Rs.2000-3500, Rs. 2000-3200 and Rs.1400-2300. These recommendations are already in the process of implementation in consultation with the Department of Personnel & Training. The Committee suggested phasing out the base feeder cadres of LDC, Store Clerk and Purchase Clerk, by upgrading initial entry of these posts to the scale of Rs.1200-2040. The Department of Atomic Energy has urged that the Cadre Review Commitee's suggestions should be the reference point for our recommendations for Group B, C & D posts cited above. **We are unable to accept the reasons behind these suggestions, as (i) the nature of duties of the posts sought to be upgraded remain unchanged, (ii) further anomalies would arise by granting these upgradations, (iii) a cadre review is expected to review the functional requirements of posts and their numbers, not pay scales, and (iv) similar posts with similar nature of duties exist in other departments as well. There is, accordingly, no need to phase out the LDCs. The Secretariat of the Department should be organised on the lines of other Secretariats and the field offices should have the structure of subordinate offices in general.**

Assistant Personnel Officers, Assistant Stores Officers, Assistant Purchase Officers

92.7 The 3rd CPC had recommended the pre-revised pay scale of Rs 650-960 for Assistant Personnel Officers, whereas Assistant Stores Officers and Assistant Purchase Officers discharging comparable duties and responsibilities were placed in the pay scale of Rs.650-1200. Accordingly, the 4th CPC recommended the replacement pay scale of Rs.2000-3200 to the former and Rs.2000-3500 to the latter. A reference to the Board of Arbitration's sub-committee to consider the matter, resulted in a unanimous decision in favour of a common pay-scale for the two. The Department of Atomic Energy has now suggested that partiy may be granted. **In our general proposals on rationalisation of pay-scales, the scale of Rs.2000-3200 stands merged with the scale of Rs.2000-3500. The demand will then be automatically taken care of.**

Store Keeping Staff

92.8 The storekeeping staff have claimed that the stores function involves intricate technical functions including receipts, inspections, classification, modification, standardisation, stocking, preservation, issue, scrap disposal, transportation, materials handling and packing, requiring wide technical knowledge. An internal committee has already declared that the functions of the Directorate of Purchase and Stores are technical in nature and technical skill is required to discharge the functions. We observe that the Department recruits persons qualified as matriculates or graduates for the stores' posts, gives them on the job training, often sponsoring the incumbents for materials management courses, and places them in posts that do not require any technical qualification. The incumbents themselves are not required to possess any technical qualification recognised by the All India Council of Technical Education. **We, therefore, do**

not see any justification in the demand. No change in the status is called for. As regards the demands affecting Central Government employees in general, particularly those relating to pay scales of the Staff Car Drivers, Cosmetic helpers and Stores and Accounts Personnel, our recommendations in the relevant chapters may be referred to.

Nuclear Research Plant Support Allowance

92.9 Prior to 1984, employees of the Research Units of the Department worked for more hours in a year compared to their counterparts in other units of the Department, as also other Central Government employees. Consequent to an award by the Board of Arbitration considering the matter, the BARC introduced a 5-day week for its employees and cash compensation for the extra hours (136-1/2 hours) of work in a year in the form of the Nuclear Research Plant Support Allowance (NRPSA) for employees drawing a basic upto a maximum of Rs.2900/- at rates as shown in the table below. It has now been demanded that not only should the rates be revised, but also be made applicable to all those who work in round-the-clock shifts, thereby extending the allowance even to officers. The Department has, however, suggested that the allowance may be revised and granted to staff at these Research Units working in round-the-clock shifts, upto a maximum pre-revised basic pay of Rs.4000/- per month. The allowance appears to be a composite allowance given for a variety of factors like round-the-clock shift, overtime, risk of radiation, etc. It deserves to continue as a unique allowance applicable to the presently eligible categories. We do not recommend extension of the allowance to any other categories. **We recommend that this allowance may be given to the existing categories, reducing the number of slabs to two, and at the following rates:-**

EXISTING		PROPOSED	
PAY RANGE	**RATE OF NRPSA**	**PAY RANGE**	**RATE OF NRPSA**
Upto Rs.1025	Rs.80/- p.m.	Upto Rs.3000	Rs.160/- p.m.
From Rs.1026 to Rs.2660	Rs.100/- p.m.		
From Rs.2601 to Rs.2900	Rs.110/- p.m.	From Rs.3001 to Rs.9000	Rs. 220/- p.m.

Distinguished Scientists

92.10 The Scientific officers are provided with the scale of pay of Rs.7300-7600, for "Outstanding Scientists", under the Merit Promotion scheme. There are a number of scientists under this category whose seniority is at par with the Scientists/Engineers in the scale of pay Rs.8000 (fixed), elsewhere. Promotions for scientists in the Department of Atomic Energy, beyond the level of Rs.7300-7600, are, however, not available. The Department has suggested that in addition to the existing grade of outstanding scientists a new grade of Rs.7600-8000 for "Distinguished Scientists" may be introduced under the Merit Promotion Scheme. We observe that the Department of Space already has a level of distinguished scientists appointed by selection of exceptionally merited scientists. Accordingly, **we recommend that the level of Distinguished Scientists in the scale of Rs.7600-8000 may be introduced as part of the merit promotion scheme.**

Secretary DAE and Chairman, AEC

92.11 The Department of Atomic Energy has suggested that the Secretary of the Department, who is also the Chairman of the Atomic Energy Commission should be placed in a pay scale of Rs.9000 (fixed) as was recommended by the 4th CPC. The 4th CPC had recommended a pay of Rs.9000 (fixed) for the Chairman, Atomic Energy Commission. While accepting the recommendations of that Commission, Government had agreed to give this pay only to the then incumbent in the post of Secretary, DAE, as personal to him, and had decided that his successors would be placed in the pay scale of Rs.8000 (fixed), as applicable to Secretaries of other Departments. **We do not see any justification for making a separate dispensation for Secretary DAE as different from Secretaries in other Departments of the Central Government, and, therefore, do not recommend upgradation.**

Special Flight Allowance

92.12 Scientists of the Atomic Minerals Division engaged in airborne survey work, are in receipt of a special flight allowance of Rs.15 per hour subject to a maximum of Rs.50 per day and Rs.400 per month, which is treated as taxable income. On an examination of demands from scientific officers in other departments and organistions engaged in airborne surveys, we have recommended extension and rationalisation of the allowance. **We, accordingly, recommend that the special flight allowance to scientists of the Atomic Minerals Division engaged in Airborne scientific surveys may be regulated according to the following rates:-**

Categories	Rate per hr.	Rate per day	Max. per month
Auxiliary	Rs.15	Rs.45	Rs.450
Supervisory & Support	Rs.25	Rs.75	Rs.750
Executives	Rs.35	Rs.105	Rs.1050

Assured Career Progression Scheme

92.13 All the scientific and technical staff in Groups B, C & D have also been extended the Flexible Complementing Scheme (FCS), though in a limited way. Elsewhere in this report, we have recommended a modified Flexible Complementing Scheme applicable to Group A R&D professionals and an Assured Career Progression Scheme for other personnel. Accordingly, **the scientific and technical staff will be subject to the Assured Career Progression** instead of FCS. FCS will also not be applicable to the officers in the Secretariat of the Department.

Medical Officers

92.14 The Department has about 22 Medical Officers forming part of the Group A cadres. In accordance with our general proposals on medical services, we **recommend that these 22 medical officers may be encadred in the Central Health Service at the appropriate levels.**

93

Department of Electronics

INTRODUCTION

Functions

93.1 The Department of Electronics is responsible for the formulation, implementation and review of national policies in the field of electronics, development and promotion of appropriate new technologies and their applications, creation of infrastructure to facilitate standardisation, testing and certification of quality and development of manpower resources. Its objectives are to bring the benefits of electronics to every walk of life and to develop the Indian electronics industry as a major global player against the backdrop of the new industrial and trade regime.

Organisation

93.2 The department has an attached office, viz. Standardisation, Testing and Quality Control, and fourteen subordinate offices comprising nine electronic test and development centres, four regional test laboratories and the Centre for Reliability. It also administers three public sector enterprises and ten autonomous bodies and registered societies.

Sanctioned Strength

93.3 Headed by a Secretary, the department had a sanctioned strength of 1,711 posts as on 31.3.1994, the Group-wise distribution of which was as follows:

Group	Number of Posts
'A'	463
'B'	459
'C'	530
'D'	259
Total	**1,711**

SECRETARIAT

Scales of pay

93.4 **All posts in the Secretariat have standard designations and scales of pay. The corresponding replacement scales of pay recommended by us elsewhere in this report will apply equally to these posts.**

SCIENTIFIC AND TECHNICAL OFFICERS

Pay structure

93.5 The department has been recognised as a scientific and technical organisation. The pay structure applicable to its Group 'A' scientists and engineers is as follows :

Designation	Scale of Pay Rs
Scientist/Engineer 'SC	2200-4000
Scientist/Engineer 'SD'	3000-4500
Scientist/Engineer 'SE'	3700-5000
Scientist/Engineer 'SF'	4500-5700
Scientist/Engineer 'SG'	5100-6300
Scientist/Engineer 'G'	5900-6700
Scientist/Engineer 'H'	5900-7300

The Flexible Complementing Scheme applicable in scientific and technical organisations has been extended to personnel in all the seven scales of pay. Besides, Section Officers (Technical), Audio-visual Officers, Junior-cum-Electrical Engineers, Junior Systems Engineers and Programmers 'A', categorised as Scientific Officers/Engineers 'SB' in the Group 'B' scale of pay of Rs 2000-3500, are also covered under the Scheme.

Creation of an Organised Service

93.6 The Association of Scientific and Technical Officers have suggested the creation of an Indian Scientific and Technical Service We are, however, of the view that this will not be feasible because of the large number of scientific disciplines and varied specialisation involved.

Promotion Prospects

93.7 It has also been brought to our notice by the Association that officers in the department take as long as 20 - 25 years to be promoted to posts in the Senior Administrative Grade (Rs 5900-6700) compared to only 16 - 20 years in the case of officers of organised Civil Services. Apart from demanding parity in this regard with the Civil Services, they have also suggested abolition of the scale of pay of Rs 4500-5700 (Scientist 'F') on the ground that this scale exists in very few scientific and technical organisations.

Our recommendations

93.8 In our opinion, the scale of pay of Rs 4500-5700 being one of the standard Group 'A' scales, its abolition will not be desirable. We further find that the scientific and technical officers recruited initially to posts in the scale of pay of Rs 2200-4000 are placed in the scale of pay of Rs 5900-7300 in a period

of about 21 years under the Flexible Complementing Scheme, which does not compare unfavourably with the position prevailing in many of the organised Group 'A' services. **In any event, the Flexible Complementing Scheme having been extended without adequate justification to all categories of personnel, including those not directly involved in research activities, we have recommended in the chapter on "Scientific Services" that the Scheme should be restrictive in its scope and confined only to the R&D professionals in various scientific departments and establishments. This will also apply to posts in the Department of Electronics and all other personnel will be covered by the Assured Career Progression Scheme recommended by us elsewhere in the report. This will ensure parity with officers of the organised Group 'A' Civil Services to a large extent.**

Acceptance of Consultancy Assignments

93.9 A major demand of almost all scientific and technical officers is that they should be permitted to accept consultancy assignments and retain the professional fees received by them on this account. We have given careful consideration to this demand and have recommended elsewhere that R&D professionals alone may be permitted to be involved in consultancy assignments, subject to the following conditions :

(a) consultancy assignments would be accepted by the institutions concerned and not by individual officers;

(b) apart from recovering actual costs, including the expenditure on infrastructure facilities, the institution will retain 75 per cent of the consultancy fees, the balance only being distributed among the members of the consultancy team.

This will also apply to the R&D professionals in the Department of Electronics and its attached and subordinate offices.

Sabbatical and incentives for acquiring higher qualifications

93.10 **Our recommendations on payment of a lumpsum amount for acquiring higher qualifications and the grant of sabbatical leave may also be extended to the R&D professionals in the Department of Electronics. Those availing of sabbatical leave subject to the conditions prescribed in this regard shall not, however, be permitted to accept any other employment during such leave.**

Membership of professional bodies

93.11 **As recommended elsewhere, Group 'A' scientific and technical officers of the department may be reimbursed the subscription paid by them towards membership of one national and one international professional body approved by government.**

NON-GAZETTED TECHNICAL EMPLOYEES

Scales of Pay and Career Prospects

93.12 The department's Non-Gazetted Employees Association have suggested that their scales of pay may be reduced from six to three so as to improve their career prospects under the Flexible Complementing Scheme. The categories covered by the Scheme are (1) Tradesmen, comprising Radio Mechanics, Carpenters, Pump Operators, Maintenance Assistants, Diesel Generator Operators,

Mechanic Fitters, etc. (ii) Scientific and Technical Assistants, (iii) Laboratory Assistants, and (iv) Draughtsmen. **In the absence of adequate justification or rationale for extending the Flexible Complementing Scheme to these categories of employees, we recommend that they should be brought under the Assured Career Progression Scheme. As a result of the general rationalisation of scales of pay proposed by us, the number of scales would, however, be reduced as indicated below :**

Existing Scale of Pay Rs	Rationalised Scale of Pay Rs
Tradesmen	
950-1400	950-1500
1150-1500 }	
}	1320-2040
1320-2040 }	
1400-2300	1400-2300
1400-2600	1600-2660
1640-2900	1640-2900
Laboratory Assistants	
950-1400	950-1500
1150-1500 }	
}	1320-2040
1320-2040 }	
1400-2300	1400-2300
Scientific and Technical Assistants	
1400-2600	1600-2660
1640-2900	1640-2900
Draughtsmen	
1150-1500 }	
}	1320-2040
1320-2040 }	
1400-2300 }	
}	1600-2660
1400-2600 }	
1640-2900	1640-2900
2000-3500	2000-3500

94

Department of Ocean Development

General introduction

94.1 The Department of Ocean Development (DoD) is charged with the responsibility of exploring and exploiting the ocean resources under the United Nations Convention on the Law of the Sea and the 1994 agreement relating to its implementation. Set-up in 1981 as an independent Department to initiate scientific programmes in Antarctica, the DoD also conducts oceanographic surveys in the Exclusive Economic Zone (EEZ) of the country for polymetallic nodules, indigenously designs and develops marine instruments for meeting its objectives, and conducts programmes on coastal zones and islands to demonstrate technology in selected fields.

Organisation

94.2 The Department has a Secretariat and three scientific field units of the status of attached offices, viz. the Polymetallic Nodules Cell, the Sagar Sampada Cell and the Antarctica Study Circle. The Department has also set up a permanent station at Maitri, with adequate infrastructure for conducting scientific research, and a supply base at Dakshin Gangotri, Antarctica. The National Institute of Ocean Technology, Madras, a registered society, functions as a technical arm of the Department in speeding up development of indigenous know-how and capabilities in ocean related technology.

Size and Distribution of Establishment

94.3 With a total staff strength of 210, comprising scientific, technical and secretarial personnel, alongwith necessary auxiliary support, the Department's establishment is distributed as follows -

	Group				
UNIT	A	B	C	D	Total
Secretariat	25	30	42	20	117
PMN Cell	4	2	9	5	20
S S Cell	4	-	13	3	20
Antarctica Cell	10	12	18	13	53
TOTAL	**43**	**44**	**82**	**41**	**210**

Scientists in the Secretariat

94.4 Our recommendations with regard to all these categories of personnel are given in the relevant chapters. There are 10 posts of Scientists in the Secretariat at different levels in Group A, covered by the Flexible Complementing Scheme In accordance with our recommendations in the relevant Chapter, the scheme will be replaced by the Assured Career Progression scheme for these Secretariat personnel

95

Department of Space

General Introduction and Historical Background

Origin

95.1 The Indian Space Research Organisation (ISRO) came into being in 1969 as an autonomous body under the Department of Atomic Energy. With the setting up of the Space Commission in 1972 the Department of Space separated from the Department of Atomic Energy, taking ISRO into its fold in 1975 as a fully Government body.

Objectives, Role and Activities

95.2 The Space Commission is responsible for formulating the policy of the Department of Space, preparing its budget and implementing Government's policy in all matters concerning outer Space. The Department of Space (DOS), with Headquarters at Bangalore, plans and executes the National space activities through ISRO and its various Centres. The Department is required to implement policies of Government in all areas of Space science, technology and applications. The Department is presently headed by a Secretary, who is also the ex-officio Chairman, Space Commission.

Landmarks in Development

95.3 The Indian Space Research Programme began in 1962 with the Thumba Equatorial Rocket Launching Station (TERLS). The Deptt has since then taken impressive strides in the development and application of space technology. Among the notable achievements have been the launch of Aryabhata, the first Indian Satellite, on April 19, 1975, the launch of IRS-1B during 1991 and the first fully indigenous launch of PSLV-D3 on March 21, 1996.

Size of the Establishment and Network of Centres/Units

Human Resources

95.4 The Department of Space/ISRO employs over 16,000 officers and staff, two-thirds of them in the Scientific and Technical positions and the remaining in Administrative, Accounts and other support activities. The following table shows the manpower position in the different streams as on 31.3.1994 -

GROUP	SCIENTIFIC	TECHNICAL	MEDICAL	ADMN/AUX	ACCOUNTS	TOTAL
A	4834	9	42	77	59	5121
B	765	1988	46	201	33	3033
C	90	3191	52	3153	119	6605
D	-	5	2	1565		1572
TOTAL	**5689**	**5293**	**142**	**4996**	**211**	**16331**

Secretariat : 95.5 The Department's Secretariat, located at Bangalore provides the basic Government functions and interface with Parliament, etc. The central management functions are provided by the Indian Space Research Organisation Headquarters, also located at Bangalore. The Programme Offices at the Headquarters act as the focal points for the intercentre programmes and also provide the interface with the users of the space-derived services and other agencies both within and outside the country. Annexe 95.1 gives the organisational chart and network of Centres/Units.

95.6 In addition, the Department has three autonomous institutions functioning under its overall control. The National Remote Sensing Agency (NRSA), Hyderabad, is for R&D in remote sensing data reception, processing and dissemination, including training. The Physical Research Laboratory (PRL), Ahmedabad, is a premier national research centre in space and allied sciences, and the National Mesosphere, Stratosphere & Troposphere Radar Facility (NMRF), at Gadanki near Tirupati, undertakes atmospheric science research.

General observations of previous Pay Commissions

Previous Pay Commissions 95.7 The Third Central Pay Commission did not consider in detail the Space posts separately as it was then a part of the Department of Atomic Energy.

95.8 The Fourth CPC observed that the scientific and technical staff of the Department were governed by a merit promotion scheme based on periodical performance review.

Services manning the Department and its Centres

Group A Posts 95.9 Besides the Secretary there are two additional posts of distinguished scientists with the pay of Rs. 8000/-(fixed). The Department has been classified as a scientific organisation and devises its own norms for creation of posts, recruitment and promotion policies as it is exempted from UPSC and SSC purview. There is no organised service in any of the cadres of the Department. except the following Group A posts, manned through the Central Staffing Scheme:-

Additional Secretary	(Rs.7300-7600)	-	1
Joint Secretary	(Rs.5900-6700)	-	2
Deputy Secretary	(Rs.3700-5000)	-	1

Posts in the Secretariat

95.10 The Department's Secretariat at Bangalore follows the Secretariat pattern of manpower structuring, and has the following posts :-

Hindi Typist	-	Rs. 950-1500	2
LDC	-	Rs. 950-1500	10
UDC	-	Rs.1200-2040	3
Stenographers (Grade D)	-	Rs.1200-2040	5
Assistant	-	Rs.1640-2900	10
Stenographers (Grade C)	-	Rs.1640-2900	7
Section Officer	-	Rs.2000-3500	5
Private Secretary	-	Rs.2000-3500	4
Principal Private Secy	-	Rs.3000-4500	1
Under Secretary	-	Rs.3000-4500	3

95.11 For all these posts we recommend the pay scales based on the general pattern of pay-scales laid down in relevant Chapter for Headquarters organisation of the Government

Non-Secretariat posts in the Secretariat

95.12 There are some posts in the Secretariat falling outside the above pattern. These are Security Assistant "B" (1post) in the scale of pay of Rs. 1640-2900, Security Assistant "A" (4 posts) and Public Relations-cum-Exhibition Assistant (1 post) in the scale of Rs. 1400-2300, and Officer on Special Duty (1 post) in the scale of Rs. 3700-5000. Recommendations on replacement scales for these posts appear elsewhere in this report.

Posts outside the Secretariat

ISRO/DOS Posts

95.13 The rest of the personnel are recruited directly by ISRO/DOS, following its own recruitment and promotion policies. These are broadly divided into six streams - Scientific, Technical, Medical and Administrative, Accounts and Auxiliary staff.

Group D Staff

95.14 The Department has a total strength of 1640 at the Group D level-721 in scale of Rs. 800-1150, 791 in the scale of Rs. 775-1025, and 120 in the scale of Rs. 750-940, distributed as follows:-

PAY SCALE	SECURITY	CANTEEN	CLEANLINESS	GARDEN	OTHERS
800-1150	8	194	73	44	410
775-1025	63	161	211	96	260
750-940	23	32	30	7	28
TOTAL	94	387	31	147	698

95.15 5 posts of Laboratory Attendant (Rs. 775-1025) and 2 posts of Attendant A Medical (Rs. 800-1150) have been included in the figures under the column "others". We have separately made recommendations in relevant Chapter relating to Pay scales for common categories, covering the above posts also. Based on that, the pay scales for these posts will be Rs.750-940 at entry with two ACPs to the scales of Rs 775-1025 and 800-1150 at the end of 12 and 24 years, respectively.

Non-gazetted Posts

95.16 The bulk of manpower in the Department's Centres is in the Non-gazetted posts. This group comprises 8942 personnel in scales ranging from Rs. 825-1200 to Rs. 2200-4000. They are concentrated in different streams as depicted in Annexe 95.2.

Common Categories

95.17 Recommendations relating to posts in the categories of Security & Fire, Teachers, Stenographers, Para-medical staff, Administration, Accounts, Purchases and Stores, Drivers, Workshop Staff, Canteen, Laboratory Staff, Draftsmen, and some of the auxiliary staff are covered by the chapters relating to these common categories.

Pay Scales for Drivers

95.18 A demand has been made that the difference in pay scales of Light Vehicle Drivers (Rs. 950-1500) and Heavy Vehicle Drivers (Rs. 1150-1500) should be increased by placing the latter category in the scale of Rs 1200-1800 before applying replacement scales, as a promotion for the Light Vehicle Drivers does not result in any appreciable financial improvement. It is also observed that the Department operates special purpose conveyances through a separate category of Senior Heavy Vehicle Drivers numbering 32 in the scale of Rs. 1320-2040 **While replacement scales of Rs. 950-1500 , Rs.1320-2040, Rs.1400-2300 have been recommended by us for the Light Vehicle Drivers, Heavy Vehicle Drivers and Senior Heavy Vehicle Drivers, respectively, we feel that special purpose conveyances should be disposed off in a phased manner by engaging private contractors for the purpose, as a number of private specialised carriers are available throughout the country.**

Ministerial posts outside the Secretariat

95.19 For ministerial posts in the Centres/Units of the Department other than the Secretariat, the Department has a cadre structure emanating from Office Clerk A (Rs. 950-1500) to Office Clerk B (Rs. 1200-2040 and Rs 1350-2200), Assistant A (Rs. 1400-2300) and Assistant B (Rs.1400-2600). It has been demanded that Assistant A should be merged with Assistant B as there is not much of difference in the two scales of pay, qualifications and nature of duties in both the posts being more or less similar. It is observed that for such posts outside the secretariat, the Department follows its own pattern of hierarchy uncommon to other subordinate offices in general. There is an element of direct recruitment at Office Clerk A and Assistant B, the intervening grades being filled by promotion based on vacancies. The Department's views are that the structure has been built through a conscious effort over the years in keeping with the work culture within the ISRO/DOS units, and it is not in favour of disturbing the existing structure. In view of the above, the suggestion for merger of Assistants A and B is not recommended. We note that the former are a feeder grade to the latter posts. Assistants B have already been upgraded to the level of Rs 1640-2900 since May, 1995. **We recommend that Assistant B should be brought in the grade of Rs. 1600-2660, to fall in line with the pattern followed in subordinate offices. Existing incumbents will naturally retain their existing scales as personal to**

them.

Career of Administrative & Auxiliary Staff

95 20 The Department seeks reintroduction of a limited flexible complementing scheme for administrative and auxiliary staff, as existed in the early 1970s, on the ground that scientific and technical staff experience quicker career progression through limited flexible complementing, not based on vacancies. The career of the former is based on vacancies, and is thus slower, though they work shoulder to shoulder with their scientific and technical counterparts, and are in no way of a lesser consequence in the space programmes of the country. We observe that this scheme was withdrawn in the 1970s after ISRO was absorbed into DOS as a Government Department, to fall in line with the structure of other Central Government Departments. We have suggested in elsewhere in this report certain changes in the scope of the Flexible Complementing Scheme It will not be available to any category of supporting staff **However, the scheme of Assured Career Progression will be applicable to all categories of supporting staff, including Scientific, Technical and auxiliary staff of the Department of Space**

Secretarial support for Centre Directors

95 21 The Department has also desired to equate its Centre Directors with Additional Secretaries for purposes of Secretarial support in view of the requirement of such Directors to liaise and coordinate with various Government and International agencies, besides opening better promotion avenues for the Stenographic and Personal Assistance stream. We note that Centre Directors are presently drawn from among Scientists G (Rs. 5900-6700) and Scientists H (Rs. 5900-7300) We are not convinced with the justification provided for the equation only for the purpose of secretarial support The Department is not in favour of upgrading the Centre Directors themselves **As such, we do not recommend upgrading the Secretarial support. Other solutions have been offered by us for the amelioration of promotion prospects of Stenographers outside the Secretariat. These should be applied.**

Gazetted Posts outside the Secretariat

Group A Posts

95 22 **The Centres/Units of the Department have a total of 5112 posts in Group A, of which 4943 are in the scientific and technical streams, 42 in the medical stream and 129 in the administrative and accounts streams.** These posts are spread across scales ranging from Rs. 2200-4000/- to Rs. 8000/- (fixed). Some intervening scales peculiar to the Department have been created between the Junior Time Scale (Rs.2200-4000) and Junior Administrative Grade (Rs. 3700-5000) to provide a fast career progression track to exceptionally meritorious Scientific and Engineering personnel **In keeping with the general recommendations on pay scales, we recommend that these intervening scales should be abolished as the modified Flexible Complementing Scheme for R&D professionals makes adequate provision for scientists with outstanding merit. We recommend the general replacement scales for these categories.**

Career Progression

95 23 Being a scientific organisation, the Scientific, Technical and Medical personnel are covered by a Flexible complementing Scheme of career progression at Group A level extending from the entry level of Rs. 2200-4000 upto the level of Rs. 5900-7300, with further merit-based promotions for Outstanding Scientists (Rs 7300-7600) and Distinguished Scientists (Rs. 8000/- fixed). There is a limited Flexible Complementing Scheme applicable to these three streams at

levels other than Group A. The Administrative, Accounts and Auxiliary staff are, however, not part of the scheme, and their career progression is based on availability of vacancies. **We recommend adoption of the modified Flexible Complementing Scheme outlined in Chapter 23 for all R&D professionals at the Group A level in the Department's Centres/Units, who are predominantly engaged in creative research work. For all other staff, the principles of the Assured Career Progression Scheme will apply.**

Medical Posts

95.24 **The 42 Group A Medical Posts should be merged with the common Central Health Service proposed another chapter. The provisions of the Flexible Complementing Scheme will accordingly stand withdrawn from these posts.**

Scientist/Engineer SB

95.25 Memoranda submitted to the Commission also demand running scales for scientists, abolition of the grade of Scientist/Engineer SB for engineering graduates, and upgradation of Secretary, Department of Space, to the rank of Principal Secretary.

95.26 Running scales for any cadre or group of posts has been tackled in separate Chapter as a general issue with reference to a general demand from Central Government employees including Scientists. We have not accepted this demand. As regards the grade of Scientist/Engineer SB in the scale of Rs. 2000-3500 for engineering graduates, we have recommended this scale for engineering graduates generally in various Departments. **Accordingly, we do not recommend abolition of this grade.**

Secretary DOS

95.27 The Secretary in the Department of Space, in the scale of pay of Rs.8000(fixed), is also the chairman of the Space Commission. The Department has demanded that the incumbent should be given the rank of Principal Secretary and a salary equivalent to that of Cabinet Secretary. The Fourth CPC, while observing that the pay of Rs. 4000 (fixed) had been given on a personal basis to the previous incumbent of the post of Chairman, Space Commission, suggested that Government may consider whether, having regard to the duties and responsibilities, the Chairmen, Space Commission and Atomic Energy Commission, should be at par. We observe that presently both Secretaries (and ex-officio Chairmen) are in the pay of Rs. 8000/-(fixed). **We recommend the pay scale of Rs.8000(fixed) for Secretary, DOS, as has been recommended by us for other Secretaries to the Government of India.**

Other issues before the Commission

DECU

95.28 The Department also has a Development and Educational Communication Unit employing 72 audio-visual professionals - 12 in Group C, 25 in Group B and 35 in Group A. This activity seems to be within the domain of other Departments. It is an unnecessary extension of the Department into areas not critical to its main functions. **This Unit should be disbanded.**

Canteen & Cosmetic Maintenance

95.29 The Department is running Canteen and Cosmetic Maintenance Services departmentally at various locations thereby adding to the cost of Government staff. These services can conveniently be run by private agencies. **We, therefore, recommend that Canteen and Cosmetic Maintenance services**

be contracted out to private agencies. The Department may consider retaining these as Departmental units only in locations where there is a large concentration of employees and private contracts are not readily available, or work in a unit/Centre is of a sensitive nature. As regards Security, we recommend that instead of having its own security staff, the Department may obtain the services of the Central Industrial Security Force for the purpose.

Annexe 95.2
(See para-95.16)

NON-GAZETTED POSTS (OTHER THAN GROUP D) IN THE DEPARTMENT OF SPACE

	GROUP			
STREAM	A	B	C	TOTAL
S&T	-	976	90	1066
SECURITY	-	3	11	14
FIRE SERVICES	-	-	119	199
CLEANLINESS	-	-	20	20
TEACHERS	-	18	128	146
STENOGRAPHERS	-	116	492	608
FILM PRODUCTION	-	25	12	37
PARA-MEDICAL	-	46	52	98
ADMINISTRATION	-	59	1480	1539
ACCOUNTS	-	33	119	152
PURCHASE & STORES	-	53	161	214
DRIVERS	-	-	756	756
WORKSHOP & INDL STAFF	1*	959	2504	3464
CANTEEN	-	5	110	115
AGRI & GARDENING	-	10	21	31
LABORATORY	-	-	223	223
DRAFTSMEN	-	101	154	255
AUXILIARY	-	-	85	85
TOTAL	1	2404	6537	8942

*Classified as Non-gazetted.

96.

Cabinet Secretariat

INTRODUCTION

Cabinet Secretary

96.1 The Cabinet Secretariat is headed by the Cabinet Secretary, who is the highest civil servant in the country. Presently he is in receipt of a fixed pay of Rs 9000 per month. We recommend that he be given the replacement salary.

Organisation

96.2 Apart from the main secretariat, the Cabinet Secretariat comprises of four organisations : Directorate General of Security, Research and Analysis Wing, Joint Intelligence Committee and Special Protection Group.

Sanctioned Strength

96.3 Details of the sanctioned strength of personnel in different categories in the Cabinet Secretariat are tabulated below:

Organisation	Group				Total
	A	B	C	D	
Main Secretariat	28	73	89	62	252
Joint Intelligence Committee	11	26	32	27	96
Special Protection Group	85	657	2325	16	3083
Directorate General of Security					
- Secretariat	207	466	6990	208	7871
- Special Service Bureau	585	800	4881	1185	7451

Organisation	Group				Total
	A	B	C	D	
- Aviation Research Wing	408	601	2260	724	3993
Research & Analysis Wing	543	3156	3358	402	7639
Total	**1867**	**5779**	**20115**	**2624**	**30385**

96.4 Recommendations about the Cabinet Secretariat are being sent in a separate Report.

97

President's Secretariat

Introduction

97.1 The President's Secretariat is headed by the Secretary to the President. It consists of two departments. The first, which deals with constitutional and political subjects, functions under the officer of the status of Joint Secretary to Government. The second, concerned with matters relating to defence personnel, is headed by an officer of the Armed Forces designated as Military Secretary

Strength

97.2 The sanctioned strength of the Secretariat is 303 posts, of which 23 are in Group 'A', 88 in Group 'B', 97 in Group 'C', and the remaining 95 in Group 'D'

Ministerial Posts

97.3 The ministerial staff of the Secretariat have demanded pay scales higher than those of their counterparts in other ministries and departments. This has been supported by the Secretariat on the ground that their functions and responsibilities are peculiar and more onerous. Apart from the fact that the procedures for recruitment of ministerial staff in the President's Secretariat are identical to those applicable in other ministries and departments, their duties and responsibilities are also not materially different from those of comparable personnel in the Central Secretariat. In the circumstances, we are unable to recommend higher scales of pay in isolation only to the ministerial staff of the President's Secretariat. It would be more appropriate, in our view, if the Secretariat participates in the Central Secretariat Services Scheme, instead of maintaining independent cadre of ministerial posts in different categories.

Telephone Operator

97.4 The Rashtrapati Bhawan Telephone Exchange has ten posts of Telephone Operators (Rs.950-1500), two posts of Shift In-charge (Rs 1400-2300) and one post of In-charge of Exchange (Rs.1600-2660). It has been brought to our notice that the Telephone Operators have no promotion avenues. President's Secretariat has, therefore, suggested that such of thOse Operators as have completed 16 years' service in the same scale of pay should be provided at least one promotion on a time-bound-basis.

97.5 We find that, the absence of promotion avenues in this cadre being common and fairly widespread, the Department of Personnel and Training had issued instructions in November 1995 to the effect that all posts of Telephone

Operators should be filled only by regular Lower Division Clerks, who would be entitled to a special pay, and that the existing incumbents of these posts in participating offices should be inducted into the Central Secretariat Clerical Service. We have also recommended in a vious paragraph that the President's Secretariat should participate in the Central Secretariat Services Scheme. The Department, however, appears to be averse to the merger of the cadre of Telephone Operators with that of the Lower Division Clerks on the ground that this would not be conducive to the smooth functioning of the Telephone Exchange. We are unable to agree. A larger cadre enables any department to make a wider choice, while not pre-emptying any possibilities of specialisation in specific jobs by those best suited for them.

97.6 Should, however, the retention of an independent cadre of Telephone Operators be inescapable, we recommend that the cadre be restructured as indicated below:

Designation	Scale of Pay (Rs.)	Number of Posts
Telephone Operator, Grade II	950-1500	5
Telephone Operator, Grade I	1320-2040	5
Shift Supervisor	1600-2660	2
Exchange Supervisor	1640-2900	1

In addition, the Assured Career Progression Scheme recommended by us in Chapter 22 may also be extended to the cadre of Telephone Operators.

Isolated posts

97.7 The President's Secretariat also has one post each in the categories of Garden Superintendent, Keeper (Art), Photographic Officer, Nursing Sister, Public Health Nurse and Sanitary Fitter, three posts of Nurse Dai and eighteen posts of Anti-Malaria Gangman. We have been informed that these posts being isolated ones, they have no promotion avenues. We are of the view that, instead of maintaining such isolated posts in the Secretariat as lead to problems of cadre management, it would be desirable to obtain personnel for the relevant functions on deputation from the Central Public Works Department (Horticulture Wing), Department of Culture, Ministry of Information and Broadcasting, Ministry of Health, etc. which have a number of posts in these categories.

Other posts

97.8 Other posts in the President's Secretariat have standard designations and scales of pay. The corresponding replacement pay scales recommended by us in Chapter 49 will apply to them.

98

Prime Minister's Secretariat

98.1 The total number of staff in the Prime Minister's Office is 483. The group wise distribution of the posts is as follows:-

Group A	Group B	Group C	Group D
33	152	161	137

The office is headed by a Principal Secretary who is appointed on contract in the pay scale of Rs 9000 (fixed) While the Office is structured on the pattern of the Central Secretariat, there is, however, no post of Additional Secretary at present. The Prime Minister is free to appoint eligible persons of his choice as personal staff, whose tenure is co-terminus with that of the Prime Minister. Appointments to the posts of Deputy Secretary and above are made with the approval of the Appointments Committee of the Cabinet. Other posts of Under Secretary and below, in Group 'A', as well as all posts in Groups 'B' and 'C', are filled by the Ministry of Home Affairs. Posts of Staff Car Driver, Despatch Rider and all group 'D' posts are filled directly by the Prime Minister's office, the selection being made from the list of candidates forwarded by the employment exchange.

98.2 **All the existing posts in the Prime Minister's office are covered by the scales of pay discussed by us in Chapter 43. Our recommendations on the revised scales of pay contained therein will equally apply to these posts.**

99

Union Public Service Commission

INTRODUCTION

Functions and organisation

99.1 The Union Public Service Commission is a body established under article 315 of the Constitution, entrusted with the responsibility of making appointments to civil posts under the Union of India and conducting the related examinations. It has also to give advice on any matter relating to the services and civil posts of the Union under Article 320 of the Constitution. The Commission consists of a Chairman in receipt of a fixed pay of Rs.9,000 per month and ten Members entitled to a fixed pay of Rs.8,000 per month. The Chairman and Members are appointed by the President under Article 316 and their service conditions are governed by the Union Public Service(Members) Regulations, 1969. They are assisted in the discharge of their functions by the Secretariat of the Commission.

Secretariat

99.2 The Commission's Secretariat is headed by a Secretary in the scale of pay of Rs.7300-7600. Officers in the senior and middle management levels are appointed on deputation from the All India Services and Group 'A' Central Services under the Central Staffing Scheme. The ministerial staff of the Commission are drawn from the Central Secretariat Service, Central Secretariat Clerical Service and the Central Secretariat Stenographers Service. The technical and academic personnel, on the other hand, are recruited directly by the Commission in terms of the powers vested in the Chairman under Regulation 8A of the Union Public Service Commission(Staff) Regulations, 1958.

Personnel

99.3 Details of the sanctioned strength of personnel in different categories and the number of scales of pay applicable in the Commission are tabulated below:-

Group	Sanctioned strength	Number of Pay Scales
'A'	130	8
'B'	424	4
'C'	735	10
'D'	450	3

CHAIRMAN AND MEMBERS

Service conditions of Chairman and Members

99.4 It has been urged by the Commission that we should recommend simultaneous revision of the remuneration and other service conditions of its Chairman and Members. Their pay and service conditions are, however, outside the scope of our terms of reference and we are, therefore, unable to make any specific recommendations on this request. Government would, no doubt, take appropriate action in this regard both for the UPSC as well as for State Public Service Commissions, after the acceptance of our recommendations on the pay structure and conditions of service of Central Govt. employees, in order to maintain the relativites.

OTHER POSTS

Research Assistants (R&S)

99.5 There are eight posts of Research Assistant (R&S) in the scale of pay of Rs.1400-2300. Apart from being responsible for collection, compilation and analysis of statistical data relating to the examinations conducted by the Commission, incumbents provide assistance in research related to examination reforms and in formulation of relevant policies. While one-third of these posts are filled by promotion of Computors, the remaining two-thirds are filled by transfer on deputation of Upper Division Clerks and Stenographers with three years' regular service in the scale of pay of Rs 1200-2040 and possessing a degree in statistics, mathematics, economics or physics It has been urged that these posts should be placed in the scale of pay corresponding to Rs.1640-2900. The upgradation has been sought to be justified on the ground that similarly designated posts of Research Assistant in the Language and Works Study Wings of the Commission are presently in this scale

99.6 No doubt, certain posts of Research Assistant in the Commission are in higher scale of pay. However, this by itself may not justify upgradation of the posts of Research Assistant (R&S) because the qualifications and experience prescribed for appointment to those posts are significantly higher The duties and responsibilities attached to those posts are also different. While parity with those posts may not be justified in the circumstances, the qualifications as well as the duties of the Research Assistant (R&S) are similar to those of Investigators in different ministries and departments, who are also presently in the identical scale of pay of Rs 1400-2300. We have separately recommended that posts of Statistical and Economic Investigators may be placed in the scale of pay corresponding to Rs 1600-2660. This scale may also

be extended to the post of Research Assistant (R&S) in the Commission, which may be redesignated as Investigator (R&S).

Special Pay for Cashiers

99.7 We have dealt with the suggestion of the Commission that the special pay for Cashiers should be computed as a percentage of their basic pay and not as a fixed amount as at present, in Chapter 55 on the common category of Cashiers. Our recommendations contained therein will apply equally to the personnel appointed as Cashiers in the Commission.

Ex-cadre Posts

99.8 There are 40 ex-cadre posts of Lower Division Clerks in the scale of pay of Rs.950-1500 in the Commission. These were created to regularise the services of clerks recruited only on a casual basis initially. Incumbents of these posts have demanded that they should be inducted in the Central Secretariat Clerical Service without having to qualify in the examination prescribed for the purpose. This would be obviously unjustified and would also be unfair to those appointed to posts in the Clerical Services on a regular basis only on their qualifying in the recruitment examination conducted by the Staff Selection Commission. While we are, in the circumstances, unable to concede this demand, we, however, recommend that a fresh opportunity may be given to the holders of these ex-cadre posts to qualify in the examination for induction into the Central Secretariat Clerical Service even by organising a special examination if necessary. Those not doing so would continue to remain only in the scale of pay corresponding to their present scale of Rs.950-1500, though they would be eligible for the financial benefits of the next two higher scales of pay corresponding to the scales of Rs.1200-2040 and Rs.1600-2660 in terms of the Assured Career Progression Scheme on completion of the prescribed residency periods.

Other Posts

99.9 Posts in the Commission other than those which have been specifically discussed by us in the preceding paragraphs have standard designations and scales of pay. The corresponding replacement pay scales recommended by us elsewhere in this report will apply equally to them.

DEPUTATIONISTS

Tenure and Allowances of Deputationists

99.10 In the Commission's official memorandum, payment of a higher rate of deputation allowance and an extended tenure have been suggested for the personnel appointed on deputation. While our recommendations on Deputation (Duty) Allowance contained in Chapter 110 would apply equally to those deputed to the Commission, any liberalisation of the tenures for different posts prescribed by the Department of Personnel & Training under the Central Staffing Scheme in respect of appointments in the Commission alone may not be justified and could be considered discriminatory. Besides, given the sensitive nature of the Commission's responsibilities, shorter tenures may, in fact, be more appropriate. We consider the present provisions adequate and are not inclined to recommend any special dispensation in respect of appointments on deputation in the Commission.

ROLE OF UPSC

99.11 Owing to its role in recruitment to all civil posts in Group 'A' and 'B', the present workload of the UPSC is excessive and needs to be reduced by exemption of more categories of recruitment from its purview. Simultaneously, the necessity of involving UPSC in recruitment to individual or isolated posts numbering less than 10 or 15 has to be reexamined. The reductions in the existing functions of the UPSC have been discussed in detail in the chapter on 'Recruitment' No organisational changes may be necessary on account of such curtailment of functions. However, a reduction in the existing staff strength of the UPSC may be warranted. While we do not want to give any specific recommendation on the extent and pattern of this reduction, the same should not be hard to implement as most of the posts in this organisation are filled under the Central Staffing Scheme.

100

Central Vigilance Commission

Functions

100.1 The Central Vigilance Commission was set up in 1964 to advise the Central Government on all matters pertaining to maintenance of integrity in administration. The Commission undertakes enquiries into all transactions in which a public servant is suspected or alleged to have acted improperly or in a corrupt manner and to get them investigated with the assistance of the Central Bureau of Investigation or the Chief Vigilance Officer of the concerned organisation, wherever necessary. Besides, the Commission also renders advice to the authorities in disciplinary cases having a vigilance angle; conducts oral inquiries in important disciplinary proceedings against public servants and maintains a general check and supervision over vigilance and anti-corruption work in various ministries, departments and other organisations within the purview of the Central Government. The role of the Central Vigilance Commission is advisory in nature, but it has been given the same measure of independence and autonomy in the exercise of its powers and functions as the Union Public Service Commission.

Organisational Pattern

100.2 The Central Vigilance Commission is headed by the Central Vigilance Commissioner in receipt of a fixed pay of Rs.9000 per month. He is assisted by a Secretary, five Directors and Deputy Secretaries, three Under Secretaries and other office staff. Additionally, there are eleven posts of Commissioners for Departmental Inquiries and two posts of Technical Examiners.

No. of posts

100.3 The group-wise distribution of the posts in the Central Vigilance Commission is as indicated below -

Group A	Group B	Group C	Group D	Total
32	61	65	57	215

Restructuring the CVC

100.4 At present the Commission has no investigating agency of its own and has to take the help of CBI or the Chief Vigilance Officer of the concerned organisation for probing the case further. This leads to avoidable delays and also

affects the quality of investigations. **Accordingly, we recommend that the part of the CBI dealing with corruption may be renamed as Central Anti-Corruption Bureau and placed under the Central Vigilance Commissioner. Simultaneously, suitable constitutional status may be given to the Central Vigilance Commissioner.**

Redesignating Technical Assistants

100.5 There are five posts of Technical Assistant in the Commission in the scale of pay of Rs.1400-2300. Having regard to the duties and responsibilities of the incumbent and the mode of recruitment to the post, **we recommend that this may be placed in the revised scale of pay corresponding to the scale of Rs.1640-2900.** Further, considering the fact that the designation of Technical Assistant is widely in use for posts even in non-engineering disciplines in different scales of pay, and in order to avoid any ambiguity, **the posts of Technical Assistant in the Commission may be redesignated as Junior Technical Examiner.**

Allowing Stenographers to appear in Departmental Examination for promotion as Section Officers

100.6 . Demands have been made that the cadre of stenographers in the Commission should be merged in the Central Secretariat Stenographers Service and that Personal Assistants should be made eligible for appearing in the limited departmental competitive examination for promotion as Section Officers. **These demands cannot, however, be conceded because the Central Vigilance Commission is not an office participating in the Central Secretariat Scheme and functions independently of the Secretariat. Besides, on account of the sensitive functions entrusted to the Commission, it may not be desirable to merge its personnel in the corresponding cadres in the Central Secretariat.**

Other posts

100.7 The Secretary of the Commission is in the same scale of pay as applicable to the post of the status of Joint Secretary to the Government of India, while the Commissioners for Departmental Enquiries are of the status of Director or Deputy Secretary. This equation is justified and should continue. **All the other posts in the Commission are covered by the scales of pay discussed by us in Chapter 43. Our recommendations on the revised scales of pay contained therein will equally apply to these posts.**

101

Election Commission of India

INTRODUCTION

101.1 The Election Commission is a body established under Article 324 of the Constitution. It is responsible for the superintendence, direction and control of the preparation of the Electoral Rolls for all elections to the Parliament and State Legislatures and for their being conducted in accordance with the relevant legal provisions and its directions. Elections to the offices of the President and the Vice President are also held under its directions and supervision The Commission is presided over by the Chief Election Commissioner and two other Election Commissioners, appointed by the President subject to the provisions of any law made in this behalf by Parliament. They are in receipt of a fixed pay of Rs.9,000 per month. They are assisted in the discharge of their functions by the Secretariat of the Commission, comprising two Deputy Election Commissioners in the scale of pay of Rs 5900-6700, and other officers and staff including a Principal Secretary (Rs 4500-5700) and five Secretaries (Rs.3700-5000)

101.2 Details of the sanctioned strength of personnel in different categories in the Commission are tabulated below

Group	Sanctioned
A'	25
'B'	96
'C'	119
'D'	71
Total	311

SCALES OF PAY

Parity with Supreme Court Employees.

101.3 Posts of Deputy Election Commissioner, Principal Secretary, Secretary and Reporter in the Commission's Secretariat are presently equated with those of Joint Secretary, Director, Deputy Secretary and Under Secretary respectively. Other posts have standard designations and scales of pay applicable to equivalent posts in other ministries and departments of the Central Government. It has, however, been urged before us that pay scales of these posts should instead be on par with those of analogous posts in the Supreme Court of India.

101.4 No justification has been furnished in support of this demand Some of the employees of the Supreme Court have, however, been placed in higher scales in compliance with court judgements in writ petitions filed by the former. They also enjoy a unique position because the Constitution specifically empowers the Chief Justice of India to frame rules governing their service conditions, subject to any law that Parliament may make in this regard. Such a dispensation is not available in the case of employees of the Election Commission. **Besides, two Bills namely the Salaries, Allowances, Leave and Pensions of the Officers and Servants of the Supreme Court Bill, 1994 and the Salaries, Allowances, Leave and Pensions of the Officers and Servants of the Delhi High Court Bill, 1994 were introduced by the government for prescribing appropriate salary structure for the employees of the Supreme Court and the High Court of Delhi, but these Bills were referred to the select committee and nothing further is known about these Bills, the entire question of prescribing an appropriate salary structure for the employees of the Supreme Court is separately under Government's consideration.**

101.5 **In any event, the functional responsibilities of the employees of the Election Commission are not significantly different from those of other Central Government employees so as to warrant any special dispensation. Even if it were to be argued that the Commission is a constitutional authority, this by itself would not justify higher scales of pay for its employees. We are, therefore, of the view that, in the interests of uniformity and equality, the present parity between the employees of the Commission and those in other Central Government ministries and departments ought to be maintained. We accordingly recommend only the corresponding replacement pay scales for the posts in the Election Commission.**

IMPACT OF THE COMMISSION'S FUNCTIONING

101.6 In recent years, the Commission has assumed an activist role and forced certain issues relating to free and fair conduct of elections to the centre-stage. Certain features of this newfound dispensation are positive as witness the lower expenditure on elections, greater adherence to model code of conduct, reduction in cases of booth capturing etc. While recognising and appreciating the yeomen's service rendered by the Commission to the body politic of this nation, two caveats need to be entered viz. 1) the tremendous overdeployment of security forces and 2) excessive deployment of observers over extended periods of time.

102

Indian Audit and Accounts Department

INTRODUCTION

CAG's Constitutional status

102.1 The Indian Audit and Accounts Department is concerned with the maintenance of accounts of government transactions and the authorisation and accounting of entitlements of government employees. The Department functions directly under the Comptroller and Auditor General of India, whose constitutional and statutory responsibilities are unique and varied in nature. He plays a crucial role in ensuring legislative control over public funds and in assisting the legislature in enforcing accountability of the executive expending such funds. It is in recognition of his important role that the Constitution expressly provides for his office, defines his duties and responsibilities and ensures his independence.

Decentralisation of Accounting functions

102.2 Over a period of time, the accounting of the transactions of the Union Government and the entitlement functions relating to the Central Government employees have been decentralised. The process commenced with the transfer of these functions in respect of Railways, Defence Services and Postal and Telecommunication Services to the concerned departments themselves. The process was completed in 1976, when these functions relating to all other Central ministries and departments were also taken over by the concerned departments. The responsibility for the maintenance of accounts of the transactions of all State Governments and the entitlement functions in a majority of the States, however, continue to vest in the Indian Audit and Accounts Department.

Organisation

102.3 In the discharge of his constitutional and statutory responsibilities, the Comptroller and Auditor General of India is assisted by officers of the Indian Audit and Accounts Service and other officers and staff of the Department at various levels. At the apex level are two Deputy Comptroller and Auditors General and five Additional Deputy Comptroller and Auditors General. The audit and

accounting functions are discharged through 94 field offices spread throughout the length and breadth of the country. Of these, 26 offices are responsible for maintaining the accounts of State Governments along with authorisation and accounting of the entitlements of State Government employees, and the remaining 68 are responsible for audit functions covering the entire gamut of activities of the Ministries and Departments of the Central and State Governments, Scientific Departments, Railways, Defence establishments, Central and State public sector enterprises, autonomous bodies, etc. These offices are headed by officers of the status of Principal Accountants General, Accountants General, Directors General or Principal Directors. Besides, there are two Overseas Audit Offices at London and Washington D.C., headed by a Principal Director of Audit and Director of Audit respectively, engaged in the audit of our Missions and Posts abroad, overseas tourist offices and the overseas establishments of Central public enterprises. The Comptroller and Auditor General of India having been elected from July 1993 as a Member of the three-nation Board of Auditors of the United Nations, responsible for the audit of a number of UN Organisations and Agencies, a Director of External Audit of the status of a Principal Accountant General has also been stationed at the Headquarters of the United Nations at New York. The sanctioned cadre strength of the Indian Audit and Accounts Service, including Reserves, comprises 874 posts in Group 'A' and there are about 55,000 other personnel in Groups 'B', 'C' and 'D'

INDIAN AUDIT AND ACCOUNTS SERVICE

Scales of Pay

102.4 Posts in this organised Group 'A' Central Service are in standard scales of pay. **Our recommendations on issues of relevance to the Service are contained in the Chapter on "Central Services, Group 'A'."**

SCALES OF PAY OF OTHER POSTS

Present Position

102.5 The field offices of the Department have completely independent cadres of Group 'B' Officers and personnel in Groups 'C' and 'D'. Prior to March 1984, there was no distinction in the scales of pay of Officers and Staff deployed on audit activities and those deployed on accounts and entitlement functions and personnel in individual field offices were freely interchangeable between the audit and accounts streams. In March 1984, the Department was restructured and the existing combined cadres of audit and accounts personnel were split into two distinct and separate cadres, one concerned only with the audit functions and the other with the accounts and entitlements functions. While the latter continued to retain the then existing scales of pay, 80 *per cent* of the posts relating to the audit functions, other than those in the common categories of Group 'D' Staff and Lower Division Clerks, were placed in higher scales of pay in recognition of the special requirements of audit. The Fourth CPC, however, held that the audit and accounts functions were complementary to each other and recommended identical scales of pay for personnel in both the streams. The present pay structure of posts relating to the audit and accounts functions is depicted in the following table :

Designation	Scale of Pay	Percentage of Posts w.r.t. Sanctioned Strength
	Rs.	
Auditor/Accountant	1200-2040	20
Senior Auditor/ Senior Accountant	1400-2600	80
Section Officer	1640-2900	20
Assistant Audit Officer/Assistant Accounts Officer	2000-3200	80
Audit Officer/ Accounts Officer	2375-3500	20
Senior Audit Officer/ Senior AccountsOfficer	2200-4000	80

Gist of Demands and Suggestions

102.6 The main grievance of the employees of the Department relates to the equation of the Auditors and Accountants with the Assistants of the Central Secretariat Service and this is stated to have been a major irritant and a demotivating factor . Though this issue had been under consideration for a very long time, it was only in 1984 that a decision was taken to partially concede the demand for parity only in respect of those personnel entrusted with audit functions. Following the restructuring of the Department, 80 *per cent* of the posts of Auditors were designated as those of Senior Auditors and placed in the pre-revised scale of pay of Rs 425-800 corresponding to that of Assistants in the Central Secretariat. However, as mentioned earlier, based on the recommendations of the Fourth CPC, the corresponding replacement scale of pay of Rs 1400-2600 was also extended to 80 *per cent* of the posts of Accountants (designated as Senior Accountants) in the Accounts & Entitlements Offices. This scale of pay was also made applicable to the Assistants in the Central Secretariat Service by the Fourth CPC. This equality in pay scales has been treated by the audit and accounts staff as a grant of parity with the Assistants of the Central Secretariat.

102.7 Their grievance is that the "parity" has been disturbed to the disadvantage of the personnel in the Department because of the subsequent Government decision in July 1990 to place the Assistants of the Central Secretariat

Service in the higher scale of pay of Rs 1640-2900 and that this decision is discriminatory. It has, therefore, been represented that the principle enunciated by the Fourth CPC should be honoured and parity restored by placing the Senior Auditors and Accountants in the replacement scale of pay corresponding to Rs 1640-2900 at par with the Assistants. It has been further urged that the scale of pay of the Assistants in the Central Secretariat Service having been revised to Rs 1640-2900 retrospectively with effect from January 1, 1986, this scale of pay should also be similarly extended to the Senior Auditors and Accountants from the same date.

102.8 The other demands and suggestions of the associations representing the Group 'B' Officers and other personnel of the Department are that

(a) based on their job content and responsibilities, the Section Officers in the Department should be equated with the Section Officers of the Central Secretariat Service;

(b) a scale of pay higher than that applicable to the Under Secretaries of the Central Secretariat Service should be recommended for the Audit and Accounts officers and the Senior Audit and Accounts Officers placed in the replacement scale of pay corresponding to Rs 3700-5000 having regard to their wide-ranging duties and responsibilities, which are specialised in nature and are not comparable with those of other functionaries in the Central Government with whom they have been presently equated;

(C) senior duty posts in the Department should be filled, in a larger measure, by the more experienced departmental candidates and the vacancies reserved for this purpose in the Indian Audit and Accounts Service should be increased from 33.33 *per cent* at present to 50 *per cent* and the present age restriction for promotion to the Service be also removed.

CAG's views

102.9 Grant of "parity" between the Senior Auditors and Accountants in the Department and the Assistants of the Central Secretariat Service, has also been favoured by the Comptroller and Auditor General of India. He has, however, recommended a certain edge in the scales of pay of personnel holding posts of Section Officers and above in the Audit Offices in relation to their counterparts in the Accounts and Entitlements Offices. He is of the view that, both the level of professional equipment and nature of duties of the Section Officers performing audit functions in the Department being higher than those of an Assistant in the Secretariat (with whom they have presently been equated), they should be equated with the Section Officers of the Central Secretariat Service. Further, having regard to the nature of duties performed and responsibilities shouldered by the Audit Officers, who are required to function independently in the field without direct day to day guidance and interact with the heads of the auditee organisations, scale of pay corresponding to that of Under Secretaries in the Central Secretariat has been

recommended for the Senior Audit Officers, the posts of Assistant Audit Officers and Audit Officers between those of Section Officers and Senior Audit Officers being placed in the appropriate intermediate scales of pay. In so far as the corresponding posts in the Accounts and Entitlements Offices are concerned, based on the general premise of parity with posts in the Secretariat, it has been suggested that while the minimum of the relevant scales of pay could be the same as proposed for the Audit Offices, a differential ranging between Rs 200 and Rs 300 would be appropriate at the maximum of these scales prior to their revision by us Certain deemed scales of pay prior to their revision have also been suggested in this context.

Audit and Accounts Officers

102.10 We have considered the demands that the Audit and Accounts Officers should be placed in a scale of pay higher than that applicable to the Under Secretaries of the Central Secretariat Service and that the replacement scale of pay in respect of the Senior Audit and Accounts Officers should correspond to Rs.3700-5000. The scales of pay proposed are presently applicable to the Group 'A' Officers of the Indian Audit and Accounts Service in the Senior Time Scale and Junior Administrative Grade respectively, who supervise the work of these officers. Apart from disturbing certain existing, well established relativities, acceptance of these demands would also result in an anomalous situation of the supervisors and the supervised being in identical scales of pay, which would obviously be undesirable. **We are, therefore, unable to accept these demands.**

Improvement in Promotion Prospects

102.11 The extent of reservation provided for promotion of departmental candidates to the Indian Audit and Accounts Service is in conformity with the position generally prevalent in all Organised Group 'A' Central Services and we **are not inclined to recommend any increase.** In so far as the question of removal of the present age restriction for promotion to the Service is concerned, we have been informed that because of the transfer liability, many of the officers selected for promotion to the Service are even now reluctant to accept offers of appointment. Besides, based on the prescribed eligibility criteria for confirmation and promotion to the Senior Time Scale of the Service, many of the officers promoted to the Service at an advanced age retire only in the Junior Time Scale It is, therefore, the Department's view that no special advantages are likely to accrue by relaxing the present upper age limit of 53 years. **While we are broadly in agreement with this view, in the context, however, of our recommendation relating to the increase in the age of superannuation to 60 years, the Comptroller and Auditor General of India may like to take a view in the matter.**

Parity in Scales of Pay for Audit Personnel

102.12 The present parity in the scales of pay of personnel in the Audit Offices and those in the Accounts and Entitlements Offices, which also existed historically prior to March 1984 when the Department was restructured, had been recommended by the Fourth CPC only after due consideration of various conflicting points of view and having due regard to all the relevant factors Some of the deemed scales of pay suggested by the Comptroller and Auditor General of India for personnel holding posts of Section Officers and above in the two offices

are not standard ones and do not conform to the general pay structure that we have in view for Central Government employees. Besides, parities and relativities that have been established traditionally and historically after due deliberation have a certain sanctity and would need to be preserved. **We are, therefore, unable to accept the edge suggested in the scales of pay of personnel holding posts of Section Officers and above in the Audit Offices in relation to their counterparts in the Accounts and Entitlements Offices.**

The Question of Parity: Finance Ministry's views.

102.13 As regards the question of parity in the scale of the posts of Senior Auditors and Assistants in the Secretariat, we have also been requested by the Ministry of Finance (Department of Expenditure) to examine this matter and given our specific recommendations in view of the fact that matters relating to the scales of pay of Central Government employees are to be considered by us in the normal course, we have been informed by the Ministry in this context that any decision in regard to the revision of the scale of pay of Senior Auditors will have repercussions not only on the pay pattern of the Senior Accountants in the Indian Audit and Accounts Department but also in other organisations of the Government of India, such as the Railways, Departments of Posts and Telecommunications, Controller General of Accounts, and Controller General of Defence Accounts, which have their own Organised Accounts Departments. It is also the apprehension of the Ministry that a favourable decision in respect of the Senior Auditors is likely to have a chain reaction in respect of other similar categories of posts in the Central Government.

Views of Employees

102.14 The Joint Action Committee of Accounts & Audit Employees Organisations have invited our attention in this context to certain judgements of the Guwahati and Chandigarh Benches of the Central Administrative Tribunal, wherein it had been held that there was no rational or reasonable criteria to differentiate between the posts of Senior auditors and Assistants in the Secretariat. While reiterating the demand that the posts of Senior Auditor should be placed in the scale of pay of Rs.1640-2900 retrospectively from January 1, 1986 and granted the increments due thereafter in this scale, they have also contended that the higher scale of pay of Rs.1640-2900 was not granted by the Principal bench of the Central Administrative Tribunal at New Delhi but only by the Anomalies Committee which had considered this question as directed by the Tribunal. It is also the apprehension of the Joint Action Committee that since our recommendations would have only prospective effect, and the Staff Side of the National Council of the Joint Consultative Machinery had also agreed not to resort to any arbitration proceedings in regard to scales of pay for a period of five years after our recommendations are made available, their claim for retrospective revision of the scale of pay of the Senior Auditors would continue to remain unsettled by Government. It has, therefore, been urged that in case we are unable to entertain their claim for retrospective revision of the scale of pay, the matter may be remitted back to the Government for a final decision.

Outcome of CAT cases

102.15 We have considered this matter very carefully. We find that, aggrieved by the July 1990 decision of Government to revise the scale of the post

of Assistant in the Central Secretariat, some of the employees of the Department had also filed petitions (OA No. 45 of 1992 and OA No 1164-HP of 1994) before the Guwahati and Chandigarh Benches of the Central Administrative Tribunal Rejecting various contentions of the respondents in these cases, the Guwahati Bench of the Tribunal had held, *inter alia*, as follows :

(a) Historically there was parity in scales of pay.

(b) There was no convincing reason shown for departing from the uniform scales of pay recommended by the Fourth CPC.

(C) The nature of work of the Senior Auditors cannot be regarded in comparison to be of lesser importance than that of Assistants in the Central Secretariat.

The Bench had further held that the Assistants in the Central Secretariat and the Senior Auditors in the Indian Audit and Accounts Department did not constitute two distinct classes and had observed as follows :

We are inclined to hold that they are required to be treated as of the same class as found by the Fourth Pay Commission. We are not satisfied that any rational or reasonable criteria is shown to exist to differentiate the two sets of posts. Consequently, we are inclined to hold that there arises disturbance of internal relativity in the pay scales leading to an anomaly which is required to be removed by the respondents As a consequence we are also inclined to hold that as the applicants are unequally treated their grievance of discrimination is fully justified. We are inclined to hold that the nature of work in the two sets of posts attracts the principle of Equal Pay for Equal Work and it stands violated. We are also inclined to hold that the recommendation of 4th Pay Commission has not been followed and in doing so respondents have acted arbitrarily and illegally.

The Bench, however, refrained from granting any specific relief to the petitioners and felt instead that they would be better advised to leave the matter for a fresh and proper decision in the interest of justice by the respondents without postponing the issue till our report was available. This was in consideration of the fact that the Supreme Court had observed in similar matters that it was not for the Courts or the Tribunal to give a direction for granting pay scales and that it would be proper to leave that matter to the Government themselves.

102.16 The Chandigarh Bench of the Tribunal had reiterated the views of the Guwahati Bench and had passed similar directions on the application.

Our views on the "anomaly"

102.17 We find that Government had agreed earlier in 1984 to place 80 *per cent* of the posts of Auditors in the pre-revised scale of pay of Rs 425-800 then applicable to the Assistants. They had also subsequently accepted the recommendation of the Fourth CPC in regard to grant of replacement pay scales to

both categories. On the other hand, it has to be kept in view that any change in the pay scales of Auditors and Accountants will start a chain reaction in the government and will have very wide repercussions in all accounts services and cadres.

102.18 Moreover, as has been rightly pointed out by the Joint Action Committee our recommendations on scale of pay will have only prospective effect. We have separately clarified to Government that it is not our intention to reopen past cases or to rectify retrospectively anomalies that might have arisen in the past and that these will necessarily have to be considered only by the Government themselves. We would, therefore, refrain from making any specific recommendations in this regard. Since the demand primarily relates to rectification of a past anomaly, it would be more appropriate in our view, if the entire mater is examined afresh by the Anomalies Committee.

Our Recommendations on scales of pay

102.19 **As far as the revised scales for the future are concerned, posts relating to the audit and accounts functions in the Audit Offices as well as the Accounts and Entitlements Offices may be placed in the replacement scales corresponding to the scales of pay indicated in the following table :-**

Designation	Scale of Pay
	Rs.
Auditor/Accountant	1320-2040
Senior Auditor/ Senior Accountant	1600-2660
Section Officer	1640-2900
Assistant Audit Officer/Assistant Accounts Officer	2000-3500
Audit Officer/ Accounts Officer	2500-4000
Senior Audit Officer/ Senior Accounts Officer	2200-4000

The present cadre structure in terms of which 80 percent of the posts at different functional level have been placed in a higher scale of pay having been agreed to by Government only after due consideration of the functional requirements and other relevant factors, we do not recommend any change therein.

Posts of Supervisors

102.20 Incidentally, we find that such of those audit and accounts personnel who fail to qualify in the Section Officers' Grade Examination even after exhausting all the available chances and are, therefore, ineligible to be considered for promotion as Section Officers are nevertheless accommodated, after due process of selection, against posts designated as Supervisors in an identical scale of pay. They also hold independent supervisory charge of some of the less important sections. A prescribed percentage of the vacancies in the Section Officers' cadres (8 *per cent* in the Audit Offices and 20 *per cent* in the Accounts and Entitlements Offices) is reserved for this purpose. In our view, this is not a very satisfactory arrangement and is not conducive to efficiency. The eligibility requirements prescribed for promotion to different posts should be sacrosanct and should not be diluted as has apparently been done in this case. **Therefore, and also in the context of our emphasis on linking improvements in remuneration to performance, we recommend that this practice should be discontinued forthwith.**

Other Posts

102.21 **All other posts in the Department have standard designations and scales of pay. The corresponding replacement scales of pay recommended by us elsewhere in this report will apply equally to these posts.**

DIVISIONAL ACCOUNTANTS

Status of Divisional Accountants

102.22 The cadre of Divisional Accountants is a unique one in the Indian Audit and Accounts Department. Created, more than a century ago, primarily to assist the technical officers in the Divisions in the Public Works, Irrigation, Public Health Engineering Departments and other similar departments in the States in the proper maintenance of the divisional accounts and to exercise control over the expenditure incurred by them, the cadre is administered and controlled by the State Accountants General. Though the Divisional Accountants are Central Government employees and are entitled to the scales of pay as well as other allowances and benefits as are applicable to these employees, the entire cost of their establishment is, however, borne by the State Governments concerned.

Functions

102.23 Apart from compiling the accounts of the Divisions, the Divisional Accountants also function as Financial Advisors to the Divisional Officers and are responsible for the scrutiny of estimates, tenders and agreements, pre-check of contractors' claims and other bills, realisation of revenues from rent of government buildings and land, irrigation facilities, etc. Historically, their duties and responsibilities have been so defined and codified as to serve the primary objective of ensuring a measure of proficiency in the accounting of public works transactions and maintaining financial discipline.

Transfer of Cadre to State Governments

102.24 Considering the fact that the duties and responsibilities of the Divisional Accountants do not strictly flow from any of the constitutional functions devolving on him and in the context of the absence of adequate promotion avenues for the incumbents of this cadre within the Indian Audit and Accounts Department, a policy decision was taken by the Comptroller and Auditor General of India to transfer the cadre to the administrative control of the State Governments subject to their concurrence and on terms of conditions mutually agreed upon. The response of the State Governments has not, however, been very encouraging because of their reluctance to assume the responsibility and the progress made in this regard has consequently not been very significant. This has been primarily attributable to resistance from personnel of their own organised accounts services and problems encountered in arriving at terms and conditions favourable and acceptable to all the parties concerned. Aggrieved by the proposal to transfer their cadre, Divisional Accountants in some of the States had also approached courts for relief. Consequently, the administrative control of the cadre continues to remain with the Accountants General in almost all the States other than Andhra Pradesh, Jammu and Kashmir, Karnataka and Kerala.

Present Pay Structure

102.25 The pay structure of the cadre of Divisional Accountants is presently as follows :

Designation Posts w.r.t.	Scale of Pay	Percentage of Sanctioned Strength
	Rs.	
Divisional Accountant	1400-2600	50
Divisional Accounts Officer, Grade-II.	1640-2900	30
Divisional Accounts Officer, Grade-I.	2000-3200	20

Gist of Demands

The All India Federation of Divisional Accountants' Associations has represented that though the Divisional Accountants are to be treated as senior members of the Divisional Offices so as to enable them to function freely without duress and effectively, and it has also been specifically envisaged in various codes that their position is analogous to that of the Sub-Divisional Officers in the Public Works Department, commensurate scales of pay and status have, however, not been provided for them. On the other hand, other Divisional staff admittedly lower in rank and status like Assistants, Head Clerks and Junior Engineers have been

recommended higher increases in pay by successive Pay Commissions Our attention has also been drawn in this context to the fact that Divisional Accountants in those States where the cadres are administered by the State Governments themselves have been accorded gazetted status and placed in scales of pay appropriate to this status. Besides, personnel in the Divisional and Sub-Divisional offices subordinate to the Divisional Accountants are also stated to have been placed in higher scales of pay by the State Governments, which, according to the Federation, represents an anomalous situation and has rendered the functioning of the Divisional Accountants ineffective. It has, therefore, been urged that the scale of pay and status of the Divisional Accountants should be equal to those of the Sub-Divisional Officers of the Central Public Works Department.

CAG's Views

102.26 Advocating the grant of higher scales of pay and status to the Divisional Accountants, the Comptroller and Auditor General of India has also confirmed that their position has historically been considered to be analogous to that of the Sub-Divisional Officer and has referred in this context to the following codal provisions contained in the Regulations of the Public Works Department, published as early as 1878 :

" The relative position of the Divisional Accountant to the Executive Engineer in respect of accounts is analogous to that of a Sub-Divisional Officer to an Executive Engineer in respect to works, and the responsibilities of the latter for the work of the Divisional Accountant are similar to those which attach to him in respect to the execution of works under the charge of other Subordinates. "

Confirming also that the Divisional Accountants were to be treated as senior members of the establishment of the Executive Engineers, the Comptroller and Auditor General has drawn our attention to the substantial increase in the public works activities of the State Governments and to the revision of the scales of pay of State Government employees which has placed the Divisional Accountants at a considerable disadvantage. He has, therefore, suggested that it would be desirable to provide a two-tier pay structure for the cadre of Divisional Accountants, with 50 *per cent* of the posts (to be designated as Divisional Accounts Officer, Grade II) being placed in the scale of pay of Rs 2000-3200 and the remaining 50 *per cent* (to be designated as Divisional Accounts Officer, Grade I) in the scale of pay of Rs 2375-3500 corresponding to that of the Sub-Divisional Officer in the Public Works Department

Our Recommendations

102.27 We have carefully considered these submissions and suggestions. No doubt, the onerous financial and administrative responsibilities cast on the Divisional Accountants following the massive increase in public works expenditure and consequential need to ensure their independence and effectiveness in enforcing financial discipline, the method of recruitment, and the requirement of fresh entrants having to qualify in a rigorous examination covering all aspects of Works Accounts and Audit before they can be confirmed, would justify an appropriate status for them in the Divisional hierarchy. However, we understand that certain relativities have been maintained historically between the posts of Divisional Accountants and posts in the field offices of the Comptroller and Auditor General

of India.

102.28 In the circumstances, and in order to ensure that the existing relativities are not unduly disturbed, we recommend a four-tier cadre structure and the replacement scales corresponding to the scales of pay indicated in the following table for the cadre of Divisional Accountants:

Designation Posts w.r.t.	Scale of	Percentage of Sanctioned Strength
	Rs.	
Divisional Accountant	1600-2660	35
Divisional Accounts Officer Grade-II	1640-2900	25
Divisional Accounts Officer Grade-I	2000-3500	25
Senior Divisional Accounts Officer	2500-4000	15

This would facilitate the extension of the benefits of the Assured Career Progression Scheme to the Divisional Accountants, apart from providing an additional avenue for functional promotion to a higher scale of pay.

Promotion Avenues

102.29 The Federation has further urged that avenues of promotion should be created for the Divisional Accountants outside their cadre and a percentage of posts in the Indian Audit and Accounts Service reserved for them so that they can also aspire for promotion to a Group 'A' Service. It is, however, the view of the Department that it will not be feasible to provide promotion avenues for the Divisional Accountants in the offices of the Accountants General because of its likely adverse impact on the career prospects of personnel in these offices. We have also been informed that they are, however, eligible to appear in the Departmental Examination (SOGE) for promotion to the grade of Section Officers in the offices of the Accountants General and those who qualify and are appointed against these posts are considered, in the normal course, for promotion to posts of Accounts Officers and the Indian Audit and Accounts Service, subject to their fulfilling the prescribed criteria.

102.30 We consider the present arrangements in this regard to be adequate. **In view of the fact that only such of those personnel as have qualified in the Section Officers' Grade Examination are eligible for being considered for promotion to the Indian Audit and Accounts Service, it may not be desirable to make a departure in the case of the Divisional Accountants**

and to reserve a certain percentage of posts in the Service for their promotion. The introduction of the Assured Career Progression Scheme and the restructuring of the cadre recommended by us should mitigate, to a certain extent, the absence of adequate promotion avenues.

